

DRAFT Digital Strategy 2025-2026



GLANMORE.CA

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Introduction

Built in 1883, Glanmore became home to four generations of the Phillips-Burrows-Faulkner family. The continuity of ownership ensured the preservation of the building's original character. Named a National Historic Site of Canada in 1969, the designation recognized Glanmore's outstanding Second Empire architecture, with defining attributes such as its stunning Mansard roof with cast iron cresting. The site opened to the public as a community museum in 1973.

Glanmore's grand interior, thanks to meticulous and continuous restoration projects, features beautiful hand-painted ceilings and ornate plasterwork. The museum's impressive period-rooms display a sampling of beautiful original furnishings, known as the Phillips-Burrows-Faulkner collection. The historic rooms feature a second collection comprised of fine art and furnishings, called the Couldery Collection. In addition to preserving and presenting artifacts and stories related to Glanmore's history, and the splendor of the Couldery Collection, the museum also serves as Belleville, Ontario's community museum. It actively collects and interprets a third grouping of artifacts connected to the history of Belleville, known as the Regional Collection.

Why a Digital Strategy?

For the past two decades, the enduring debate for museums had been "digital or the real thing?" For small museums, particularly historic house museums, digitization efforts were mostly utilitarian; for example, uploading digital images of artifacts to the collections database.

The COVID-19 pandemic changed everything for museums, large and small. Extended museum closures meant that digital offerings gained importance – and quickly. There is a definite shift in the minds of most industry professionals now, understanding that producing digital content is a leading priority, and one that touches most facets of museum work.

Glanmore National Historic Site has developed an in-house Digital Strategy that will span the next two years, aligning with the timeline of the site's overarching institutional Strategy (2024-2026). The Digital Strategy will serve as a guidepost for goal development and deliverables and has five focus areas:

1. Website, Social Media, & Marketing;
2. Public Programming & Outreach;
3. Collections & Conservation;
4. Exhibit Development; and
5. Site Management.

Each area has the added benefit of enhancing accessibility standards for Glanmore National Historic Site.

Methodology

In early 2023, Glanmore National Historic Site's staff created a series of mind-maps to help prioritize digital initiatives, with existing employee roles and responsibilities taken into consideration. Together, they served as a helpful working document for staff, particularly when setting operational goals each year for the museum.

In summer 2024, the Ministry of Tourism, Culture and Gaming announced that a Digital Strategy would be a requisite in 2025 for Ontario's museums in the Community Museum Operating Grant program (CMOG), a program which Glanmore relies on as part of its annual funding complement.

Glanmore's staff decided to revisit their digital goals, committing to the development of an overarching strategy. Between September 2024 and March 2025, staff met monthly for SWOT and feedback sessions, a highly collaborative process that reframed digital initiatives alongside the objectives of the museum's recently adopted strategic plan extension (Strategy 2024-2026) and other guiding documents for Glanmore, including:

- Belleville Museum Needs Feasibility Study (2024)
- Interpretive Plan (2021)
- Multi-Year Accessibility Plan 2023-2027
- Community Outreach Plan 2023-2026
- Exhibit Plan 2024-2026

The goal is to fold these various but connected plans, including this Digital Strategy, into a single cycle, scheduled to reset in 2027.

The priorities highlighted by the Digital Strategy focus on existing resources, staff capacity, and easy wins; sprinkled in, however, higher-level aspirations are in the queue for operating and capital budget requests in 2025 and 2026, respectively.

Altogether, the aim is to activate meaningful and effective ways to connect with Glanmore's diverse *community*, whether its members reside near or far, whether they are longtime supporters or recently acquired fans, whether they visit the museum in person or online.



Museum Snapshot

Ownership & Governance

In 1971, Glanmore's last private owner, Philippa Faulkner, sold the property to the City of Belleville and the County of Hastings for use as a community museum. This purchase was further supported through a Cost Share program with the federal government. In 1998, the City assumed sole responsibility for Glanmore. It is the only municipally owned and operated museum in Belleville.

The City Council for the Corporation of the City of Belleville is Glanmore's governing authority, with the Community Services Department being responsible for the museum's administration. The Museum Services Advisory Committee provides advice and support.

As part of the City of Belleville, Glanmore's Human Resources, Finance, and IT elements are corporately structured and resourced.

Location

Glanmore and its surrounding landscape reflect its late Victorian appearance. Belleville, however, has developed around this grand house, which maintains its commanding presence at the corner of Dufferin Avenue and Bridge Street. Its immediate neighbourhood, known as the

Old East Hill, is residential and comprised of impressive heritage homes. Glanmore National Historic Site is one of the City's "gems" and is a Top 3 tourist destination.

Holdings

Glanmore is the steward of thousands of artifacts, with estimations of between 20,000 to 30,000 individual objects. In relation to its three principal collections, Glanmore has the distinction of exhibiting the world's largest collection of the renowned Victorian animal paintings created by Horatio Couldery (1832-1918) held in public trust.

Until 10 years ago, all collections documentation was on paper. Now, approximately one-third of the collection is searchable on the database. It is a slow process, relying on the free time of staff and volunteers and no one person dedicated to data entry.

Physical Plant

At the museum's inception, it inherited the artifacts previously collected by the Hastings County Historical Society (with their first acquisitions received in 1957). With more than 50 additional years of collecting under its belt, Glanmore's 9900 square feet is at its limit for artifact display and storage and can only offer small-scale exhibitions and public programs because the site is dedicated to the preservation of

the home's original footprint through its beautifully curated period rooms.

These limitations were heavily profiled in the *Belleville Museum Needs Feasibility Study* (2024) produced by Lord Cultural Resources. The study recommended the planning for a purpose-built civic museum for Belleville (at least 10+ years in the future), along with immediately needed additional storage facilities.

Stop-gap measures for the museum's critical lack of space will include the use of digital tools. Glanmore's programs and exhibitions, along with its collections, will benefit from the implementation of a comprehensive digital strategy. They have the potential to go far beyond the limitations of the site's bricks and mortar.

Staffing

Glanmore has five full-time staff positions (scheduled for Monday to Friday operations) and one part-time (for weekend operations). Occasionally students and/or interns work at Glanmore seasonally, or temporarily in relation to special projects.

The museum has a volunteer base of approximately thirty people; most are members of The Friends of Glanmore National Historic Site, an affiliated and federally registered charity.

Permanent staff work on core museum functions: Administration, Collections, Education, Exhibition, Visitor Services, Outreach, Marketing, Maintenance, and Volunteer Coordination.

As with most small organizations, staff at Glanmore multitask. This means relying on one person for more than one core function, resulting in regular workflow barriers stemming from competing priorities vacations, leaves, or other absences. This reality informs the strategy's goals.



Systems Assessment

Information Technology

Glanmore has IT support (network, desktop, cybersecurity, hardware/software, Internet,

telecommunication) through the City of Belleville. Occasionally Glanmore staff work with the City's IT specialists to determine industry-specific IT needs for the museum.

MS Office supports email, document generation, spreadsheets, presentations, and online meetings/conferencing.

Traditionally a shared drive has been the destination for digital file storage for the corporation. In 2025, the City of Belleville introduced a new platform, SharePoint, a Microsoft web-based document management system that allows for enhanced collaboration and built-in retention periods.

The SharePoint review process for Glanmore involved an assessment of all digital files in the Glanmore shared drive folders and determining what remains and what staff should archived/delete (due to outdatedness, redundancy or as outlined by TOMRMs – The Ontario Municipal Records Management System.) As a result of this process, Glanmore's original 70,000+ active files are now fewer than 30,000.

Collections Management System (CMS)

For just over the past 10 years, *PastPerfect* has been the CMS for Glanmore National Historic Site. It has the capability to store all relevant information for each artifact in the collection, such as description, provenance,

materials, donor, condition, and dimensions. Digital photos can accompany each record, further assisting with object identification.

For years, *PastPerfect* has been the go-to CMS for small-to-medium sized institutions. Today, however, there are multiple cloud-based options that more institutions are adopting, citing greater flexibility and intuitiveness. Until all Glanmore's artifact documentation (on paper) is on *PastPerfect* – even the most basic of shell records - there will not be an opportunity to consider moving to a new platform. At present it serves its purpose and all Glanmore staff are competent users. It also has the added benefits of tracking the museum's membership and volunteer hours.



Ticketing & Point of Sale (POS)

With Glanmore's new website in 2020, online and onsite ticketing were features. It was not an effective system though, cumbersome to populate ticket information and to produce reports. There were also continuous glitches for online ticket-buyers. In 2023, Glanmore went back to a pencil/paper method for the reception desk's admission tracking, and a third-party provider (*Ticketscene*) facilitated online ticket sales (for general admission and events/programs).

In 2025, Glanmore will be implementing the POS system currently utilized by the City's Recreation Division, *Xplor*. Tracking / reporting will improve and there will be more opportunities for e-commerce.

Website

Glanmore.ca is a sub-site of the City of Belleville's website. It benefits from having a standalone structure and a distinct URL.

Multiple staff organize and update website content, as no one role oversees the website. Google Analytics provides analysis of the website's performance.

An assortment of digital offerings is available on Glanmore.ca. Online visitors can search through 2000+ artifacts in the museum's online version of the *PastPerfect* database (with more entries added each quarter). Two virtual tours of the museum site are available, one standard and one

specifically for Christmastime. A series of online exhibitions are on Glanmore's website, including a walk-through of Glanmore's 1973 anniversary exhibit (featuring a 1973 "period" room).

Introduced in 2020, Glanmore.ca is starting to show its age. The City is upgrading from iCreate to GHD in 2026, and it is anticipated that Glanmore's website will be on the new platform early next year.

Social Media

At the start of 2025, two of Glanmore's social media channels stand out: TikTok and YouTube. The former has 250,000+ followers, and the latter has 40,000+ subscribers. This is due to a popular short video series produced by Glanmore's Museum Technician called Victorian Bad Ideas. Engagement comes from all corners of the world.



**Glanmore's
"Victorian Bad Ideas"
on TikTok**

Facebook and Instagram have more modest levels of audience and engagement for Glanmore but are useful tools for connecting with the local community, particularly with events promoted through Facebook.

Subscriptions

Glanmore National Historic Site maintains subscriptions to support the museum's digital work. The top mentions:

Canva – design for exhibition panels, social media posts, print advertisements and more.

Adobe Creative Cloud – Photoshop editing for artifact photography.

Matterport – Glanmore has a Matterport Camera that can capture 360 imaging of Glanmore's floor plan and contents. Used for virtual tours, online (and onsite for accessibility needs).

Your Audio Tour – audio for onsite exhibit enhancement, walking tours, etc.

Ancestry – supports research on Glanmore's original family, in addition to researching early Belleville residents connected to the museum's artifacts, etc.

SWOT Analyses & Goal Setting

Staff attended SWOT Analyses sessions to focus on the strengths, weaknesses, opportunities, and threats of each focus area in general (not necessarily in terms of “digital issues”). This process helped determine how the digital strategy will problem-solve in key sections.



Website, Social Media, & Marketing:

<p>STRENGTHS</p> <ul style="list-style-type: none"> • Good working relationship with the City’s communications team, resulting in free advertising. • Good tools available for professional design (Canva, Adobe Creative, etc.) • Success stories with certain platforms (TikTok, YouTube, etc.), resulting in a higher profile for Glanmore – and far beyond the immediate community. • The website offers a variety of online activities, including 360 tours, virtual exhibits, games, craft instructions, and a searchable artifact database. 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> • Certain staff feel challenged by the rapid changes in technology, systems, and emerging social media platforms. • The website was useful at its inception, but could be more user-friendly and intuitive, for both staff contributors and the public. • Marketing efforts centre on social media, with little budget to expand into radio, billboards, etc. • Small advertising budgets are in place, but there are expectations to make big returns in visitation/ admissions.
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Exploring new social media platforms • Joint marketing initiatives with community partners in tourism, education, the arts, etc. • Update marketing photographs. 	<p>THREATS</p> <ul style="list-style-type: none"> • Being dependent on social media platforms that do not mesh with institutional values. • Corporate policies around certain platforms, have the potential to lose a large following.

Related Digital Goal:

1. Digital Engagement

2025:

- Plan and implement a social media content calendar to share thematic posts; the objective is to grow social media engagement by catering to the unique online environment of Facebook and Instagram respectively (different content for different platforms)

- Implement monthly social media challenges featuring Glanmore’s artifacts or stories; the objective is to spur community interaction and encourage user-generated content.

[**Metric:** Increase in followers on platforms that cater to local audiences, translating to increases in site visitation and/or increases in repeat visitation]

2026:

- Recreate Glanmore.ca on an updated platform (GHD); the objective is to make Glanmore’s website more intuitive for users and for staff responsible for updating content.

[**Metric:** decrease in staff time trouble-shooting the website and providing updates; decrease in complaints from the public about the website]

- Secure new digital photos for marketing materials through an RFQ process

[**Metric:** Change in tone/branding in refreshed marketing materials, resulting in an increase in attention/visitation from Belleville’s residents and tourists to the area]

Public Programming & Outreach:

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> • Growing public awareness about Glanmore NHS and its signature programs and events (excellent attendance) reflective of strong marketing, social media, and outreach initiatives. • Collaborative museum team; an “all-hands-on-deck” approach to Glanmore’s signature programs and events, regardless of primary roles. • There is a good balance of revenue-generating and free-access events. • Excellent collections and primary sources to draw from. 	<ul style="list-style-type: none"> • A Monday to Friday operation, requiring OT for evening and/or weekend program staffing (at times of greater availability for the public). • Programming budgets are static, year-to-year, limiting new initiatives or value-added elements to existing programs and events. • Limited space to host events and programs; exhibits and programs compete for accessible space in the museum. • Aging volunteer base is less engaged with supporting events and programs.

OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • The community fabric of Belleville is evolving; a diverse community inspires diverse museum offerings. • More internal partnerships with other municipal entities and their facilities (library, recreation, transit, etc.); and more external partnerships with cultural and community organizations. • Increasing online programming and outreach initiatives. • Seeking sponsorship for signature events and programs. • The recent Fee Study (2024) ushered in a reduction in programming fees for school visits – potential for increased school program attendance. • Two “super schools” are in proximity. 	<ul style="list-style-type: none"> • Overuse of OT for program staffing leads to burnout; similarly, pulling staff from their primary duties to support programming can negatively impact other areas of operation. • A recently approved Fee Study (2024) for the City, requires an annual increase in special event fees for the next three years; fee-based events may see a decrease in attendance. • Expectations from other levels of management, or other departments, to “do more” with the same resources; or pressure to pursue activities unrelated to core mission/mandate. • Transportation costs and competition with other destinations are barriers for school visits.

Related Digital Goal:

2. Online Community Building

2025:

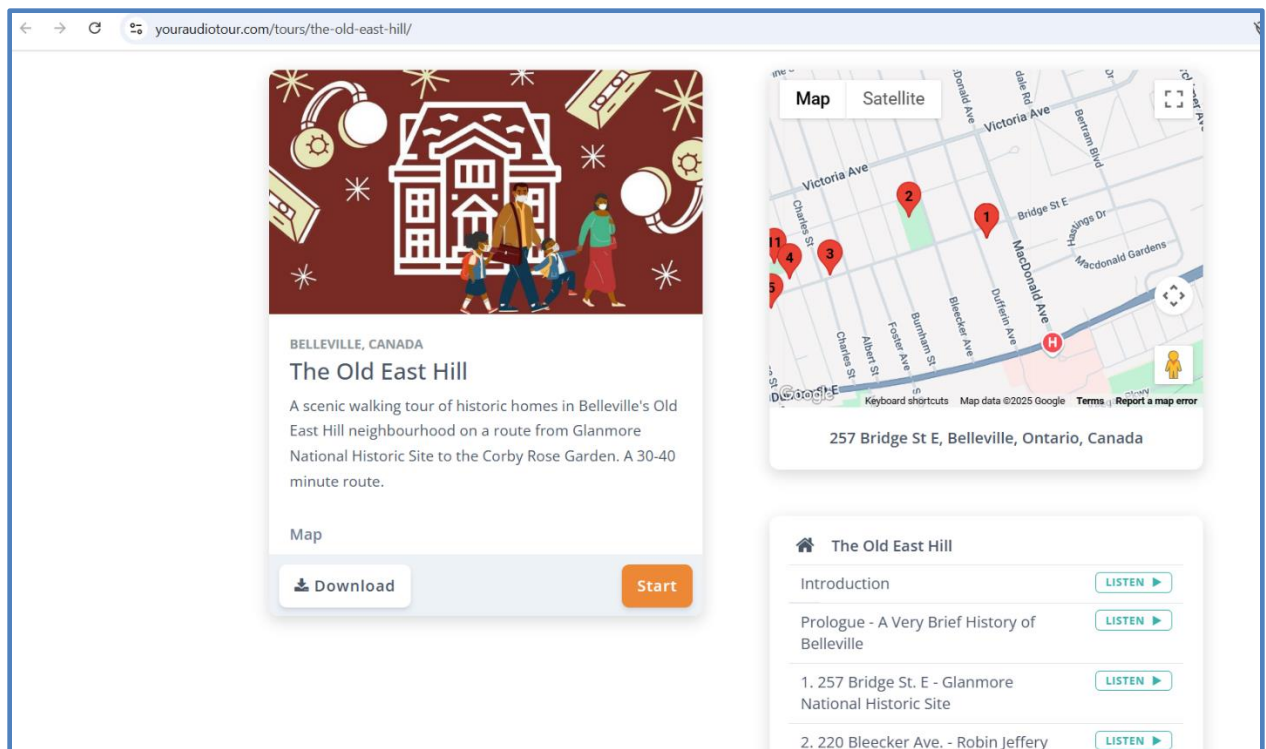
- Plan and execute a pilot webinar series (featuring an in-house expert or a guest speaker/community partner) and make recordings available online; the objective is to reach diverse museum audiences that cannot visit Monday to Friday or live outside of the community (also, value-added for museum members).

[Metric: 3-5 new accessible programs, reaching audiences that face barriers for visiting/supporting the museum in person]

2026:

- Establish an online Education Hub with resources like lesson plans and activities for teachers and students, aligning with provincial curriculum standards; the objective is to build relationships with regional teachers/classes/schools that cannot afford bussing to the museum, while leveraging available tools like 360 and audio tours. There is potential to expand this for secondary and post-secondary instructors/students in the region.

[**Metric:** Increase in child/student/youth visitors, who, with increased awareness of the museum, influence visits with their parents/guardians/caregivers]



**Screenshot of an online Audio Tour developed by
Glanmore National Historic Site**

Collections & Conservation:

<p>STRENGTHS</p> <ul style="list-style-type: none">• Quality collections, with emphasis on late Victorian and early Edwardian material culture.• Key collections-care steps are in place, including registration, cataloguing, data-entry, photo-documentation, and proper storage.• The City's network supports the database (auto-back-ups).• Access to adequate technology for environmental monitoring (HOBO) and digitization (camera, scanner, etc.)• Partnership with Queens University for ongoing conservation projects.	<p>WEAKNESSES</p> <ul style="list-style-type: none">• No in-house conservation staff, so the museum relies on Queens University or private conservators, and a limited conservation budget means that only small-scale artifact conservation can occur.• Back-log in transferring paper records to <i>PastPerfect</i> (approximately one-third complete) – no one person is responsible for this task.• Collections Assistant has a dual role with Administration; they have limited time to train/oversee collections-based volunteers.
<p>OPPORTUNITIES</p> <ul style="list-style-type: none">• Room to expand online collections database on the website (especially for items that remain in storage).• Collections-based grants through the Museum Assistance Program could support collections projects.• A slimmed-down reference library (essential resources only) will create space for artifact processing, as will the digitization of research files.• As Belleville becomes increasingly diverse, the types of artifacts collected will become more diverse – appealing to wider audiences.	<p>THREATS</p> <ul style="list-style-type: none">• Storage is at capacity; this limits further development of the collection, restricting the intake of 20th-century materials and creating gaps in the museum's collection (and Belleville's evolving story).• Pests and environmental fluctuations are common problems; a consequence of primarily operating in a circa-1880s building.• Until a fire suppression system is in place, the museum collections are in a higher-risk environment.

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| <ul style="list-style-type: none">• Ability to upgrade to a more intuitive/flexible CMS, once database records are up to date. | |
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Related Digital Goal:

3. Improve Access through Collections and Records Digitization

2025:

- Add reference library titles to the *PastPerfect* library catalogue; the objective is to improve searchability for resource materials.
- Engage *PastPerfect* to perform a global upload of the “Master Deaccession List” (on Excel); the objective is to consolidate electronic artifact files in one location (on the database)

[**Metric:** Increased intellectual control of the collection and resource materials onsite]

2026:

- Train and support core collection volunteers on a large-scale “shell record” project for remaining accession/catalogue files; the objective is to accelerate intellectual control of the collection, through basic identification and location details.

[**Metric:** Improved “findability” of artifacts – within 10 minutes; Completion of paper records transferred to database]



Photo by Christopher Gentile

Exhibit Development:

STRENGTHS <ul style="list-style-type: none">• Glanmore NHS has excellent artifact collections to draw inspiration from re: exhibit themes.• Solid Interpretive and Exhibit Plans are in place to guide initiatives for 2025 and 2026.• Glanmore.ca has an impressive inventory of online exhibits for public consumption.• Returning seasonal exhibitions are popular and drive repeat visits (i.e., Halloween and Christmas exhibits); the museum team assists with installation.• A good inventory of pop-up exhibits is available for outreach at community events/festivals.• Excellent collaboration between Exhibit Development Coordinator and Museum Technician for exhibit design and installation phases.	WEAKNESSES <ul style="list-style-type: none">• The Exhibit Development Coordinator often supports other museum projects/duties because there tends to be more flexibility in their role day-to-day; however, this may negatively impact research and design phases of exhibit development.• Exhibit budgets are static, year-to-year, limiting new initiatives or value-added elements to existing permanent exhibits; as such, there is limited investment in technology for exhibits – as change is rapid and budgets cannot keep pace.• Certain exhibit (or exhibit-adjacent) elements are out of date and require renewal (interpretive panels, introductory video, etc.)
OPPORTUNITIES <ul style="list-style-type: none">• Grants are available for online exhibition development through the Digital Museum of Canada.• Matching collections/exhibitions to society's "hot topics" and trends, developing new audiences.• Leveraging existing tools (i.e., subscriptions) to further enhance	THREATS <ul style="list-style-type: none">• Shrinking opportunity to host travelling exhibits, as most produced today require more space and larger budgets; this equates to fewer opportunities to prompt repeat visitation to Glanmore NHS.• Special funding (internal budgets or external grants) is typically for maintenance and capital needs; it is

<p>exhibitions (audio components, 360 tours, etc.)</p> <ul style="list-style-type: none"> • Infilling the site’s interpretive gaps through targeted and experiential exhibit offerings (i.e., Victorian Kitchen). 	<p>difficult for exhibition development to compete with these needs, which tend to be constant.</p>
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Related Digital Goal:

4. Enhance Virtual and On-site Exhibit Experiences

2025:

- Initiate an online exhibition project on the life and artistic legacy of Glanmore’s onetime resident, Philippa Faulkner; the objective is to create a visually appealing online exhibition that tells an untold story about Glanmore (and potentially leveraging funding from Digital Museum of Canada)

[**Metric:** Increased exposure to Philippa Faulkner’s story and legacy; creation of a new tool to support an in-person, potentially travelling, version of the exhibition]

2026:

- Continuation of Philippa Faulkner online exhibition project
- Plan and facilitate the production of an orientation video on Glanmore’s story; the objective is to produce a tool that has multiple purposes, such as improved accessibility, online engagement, community outreach (presentations), and training for newly onboarded staff/volunteers.

[**Metric:** Development of two new tools for onsite and online interpretation]



Site Management:

<p>STRENGTHS</p> <ul style="list-style-type: none"> • Report from the Canadian Conservation Institute suggests tailored improvements to Glanmore’s fire prevention program (and prioritization). • Ability to offer online ticket sales, albeit through a third-party provider (<i>Ticketscene</i>). • Interior CCTV system for added security. • The attractiveness of the site makes it appealing as a film location, which can have a positive impact on revenue. • Improved Internet speeds with recent installation of fiberoptic Internet. 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> • Administrative practices for attendance/revenue tracking are rudimentary and time-intensive, due to lack of proper software/infrastructure. • Challenges linked to operating in a historic building are constant (pests, lack of sprinkler system, limited accessibility, fluctuating environmental conditions, designated materials, repairs and maintenance, etc.) • As a remote site, from an IT perspective, there are ongoing problems with the network and operating systems – resulting in continuous IT help tickets.
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Can participate in Recreation’s use of <i>Xplor</i> for tickets/registrations and general POS and reporting functions. There is significant support from the experienced users in Recreation to help with Glanmore’s onboarding. • Good working relationships with municipal Facilities / Fire & Emergency Services staff to help guide Glanmore through major capital projects. 	<p>THREATS</p> <ul style="list-style-type: none"> • Potential for damage or destruction by fire/pests/environment (facility and collections). • Must keep current with administrative practices or professional reputation suffers. • An overfocus on filming and/or rentals increases risk to the interior furnishings, finishes, and collections. • Recent changes in leadership at the department level meant changing expectations around site management/goals.

Related Digital Goal:

5. Optimize Administrative Efficiencies and Facility Management

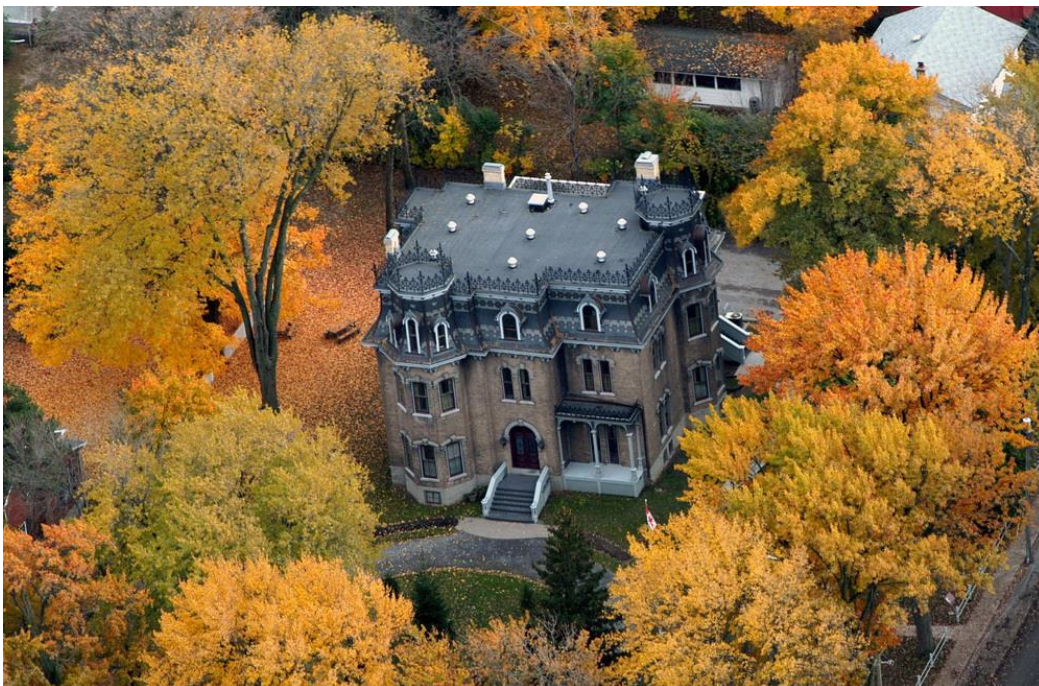
2025:

- Roll-out *Xplor* as Glanmore's new POS; the objective is to implement an integrated solution for ticket purchases, program/event registration, membership purchases/tracking, and gift shop sales/inventory, resulting in enhanced managerial oversight.

[Metric: Fewer admission errors, shortened reconciliation periods, up-to-date financial reporting]

- Design an AES System unique to the heritage attributes of Glanmore NHS, allowing for remote monitoring of the fire suppression system and related alarms.

[Metric: Design plans ready for an RFP/tender process]



2026:

- Installation of AES System with monitoring capability (budget-dependent)

[Metric: Increased protection of physical plant of the museum and collections therein]

Action Summary:

	New or Enhancement?	Priority Level	Role(s) Responsible	Period	Budget
Website, Social Media & Marketing					
Goal 1: Digital Engagement					
1. Plan and implement a social media content calendar					
	Enhanced	Medium	EMA	2025 - ongoing	No direct costs
2. Implement monthly social media challenges					
	New	Low	EMA	2025 - ongoing	No direct costs
3. Recreate Glanmore.ca on an updated platform					
	Enhanced	High	EMA, EDC, MMS	2026	COB's Comms Budget
4. Secure new digital photos for marketing materials through an RFQ process					
	Enhanced	Medium	EMA	2026	TBD
Public Programming and Outreach					
Goal 2: Online Community Building					
1. Plan and execute a pilot online seminar series					
	New	Medium	EMA	2025	No direct costs
2. Establish an online Education Hub					
	New	Medium	EMA	2026	No direct costs
Collections & Conservation					
Goal 3: Improve Access through Collections and Records Digitization					
1. Add reference library titles to the <i>PastPerfect</i> library catalogue					

	New or Enhancement?	Priority Level	Role(s) Responsible	Period	Budget
	Enhanced	Low	MMS	2025	No direct costs
2. Engage <i>PastPerfect</i> to perform a global upload of the “Master Deaccession List”					
	Enhanced	Medium	MACA	2025	\$3000 (est.)
3. Train and support core collection volunteers on “shell record” project					
	Enhanced	High	MMS/MACA	2026	No direct costs
Exhibit Development					
Goal 4: Enhance Virtual and On-site Exhibit Experiences					
1. Initiate an online exhibition project on Philippa Faulkner					
	Enhanced	High	EDC	2025-2027	Application for Funding (DMC)
2. Plan and facilitate the production of a site orientation video for Glanmore					
	Enhanced	Medium	EDC/EMC	2026	TBD
Site Management					
Goal 5: Optimize Administrative Efficiencies and Facility Management					
1. Roll-out <i>Xplor</i> as Glanmore’s new POS					
	Enhanced	High	MMS/MACA	2025	No direct costs
2. Design an AES System (with remote monitoring capability)					
	New	High	MMS/MT	2025 (-2026)	\$155,000 (confirmed 2025 capital budget)
3. Install an AES System (with remote monitoring capability)					
	New	High	MMS/MT	2026 (-2027)	\$1.2mil (est.)