

# MONAGHAN COUNTY MUSEUM

*Músaem Chontae Mhuineacháin*



## MUSEUMS CHANGE LIVES

Strategic Management Plan  
2026-2030





# WELCOME

Monaghan County Museum has recently celebrated 50 years of serving the community in the County and the surrounding border region. Last year, the Museum experienced a re-birth as we moved into a new, purpose-built facility at the Peace Campus in Monaghan Town. This project was made possible by support from the Special European Union Programmes Body (SEUPB) through the Peace IV Shared Spaces initiative.

We are delighted to present the Monaghan County Museum Strategic Management Plan (2026-2030) which

marks this exciting new phase, inviting the people of Monaghan and beyond to join us, in a journey of renewal characterised by new exhibits, new stories, and new energy. This plan will guide our efforts over the next five years, shaping everything we offer at the Museum.

Museums are special places where objects and stories come to life, creating connections between people and times. While we can't go back in time, museums allow time to come back to us, awakening memories, encouraging reflection, and inspiring

action. We talk, debate, learn, and connect, becoming more informed about our cultural heritage and ourselves.

We look forward to welcoming you to our Museum. Explore, enquire, and engage with your local heritage and our diverse collections. Join us in conversations, connections, and collective endeavours as the Museum embarks on its next 50 years in Co. Monaghan.

**Cllr PJ O'Hanlon**  
Cathaoirleach  
Monaghan County Council

**Robert Burns**  
Chief Executive  
Monaghan County Council

# WHY MUSEUMS MATTER?

## MUSEUMS CHANGE LIVES!

### MUSEUMS ACT AS CATALYSTS FOR SOCIAL CHANGE

Monaghan County Museum's core function is to bring communities together through a shared heritage.

### MUSEUMS ENHANCE HEALTH AND WELL BEING

Through our major new exhibition 'Bordering Realities', we are providing an ideal space for social prescribers – somewhere for communities to connect and build new relationships.

### MUSEUMS INSPIRE ENGAGEMENT AND CRITICAL REFLECTION

Our collection reflects a shared, and at times contested history. We provide a safe space where members from different communities can meet to discuss and debate their various points of view.

### MUSEUMS CAN EMPOWER VULNERABLE & MARGINALISED PEOPLE IN THE COMMUNITY THROUGH THEIR COLLECTIONS & EXHIBITS

Accessibility is at the heart of everything we do at the museum. Through the stories in our collections we promote the ideal of equality for all and we will work with every sector of the community to help achieve this reality in county Monaghan.

### MUSEUMS CREATE COMMUNITY CONNECTIONS & BELONGING

We provide a programme of annual events which facilitate an opportunity for people in our community to build new relationships with their neighbours, deepen connections, understanding and belonging.

### MUSEUMS CONTRIBUTE TO CREATING BETTER PLACES TO WORK & LIVE

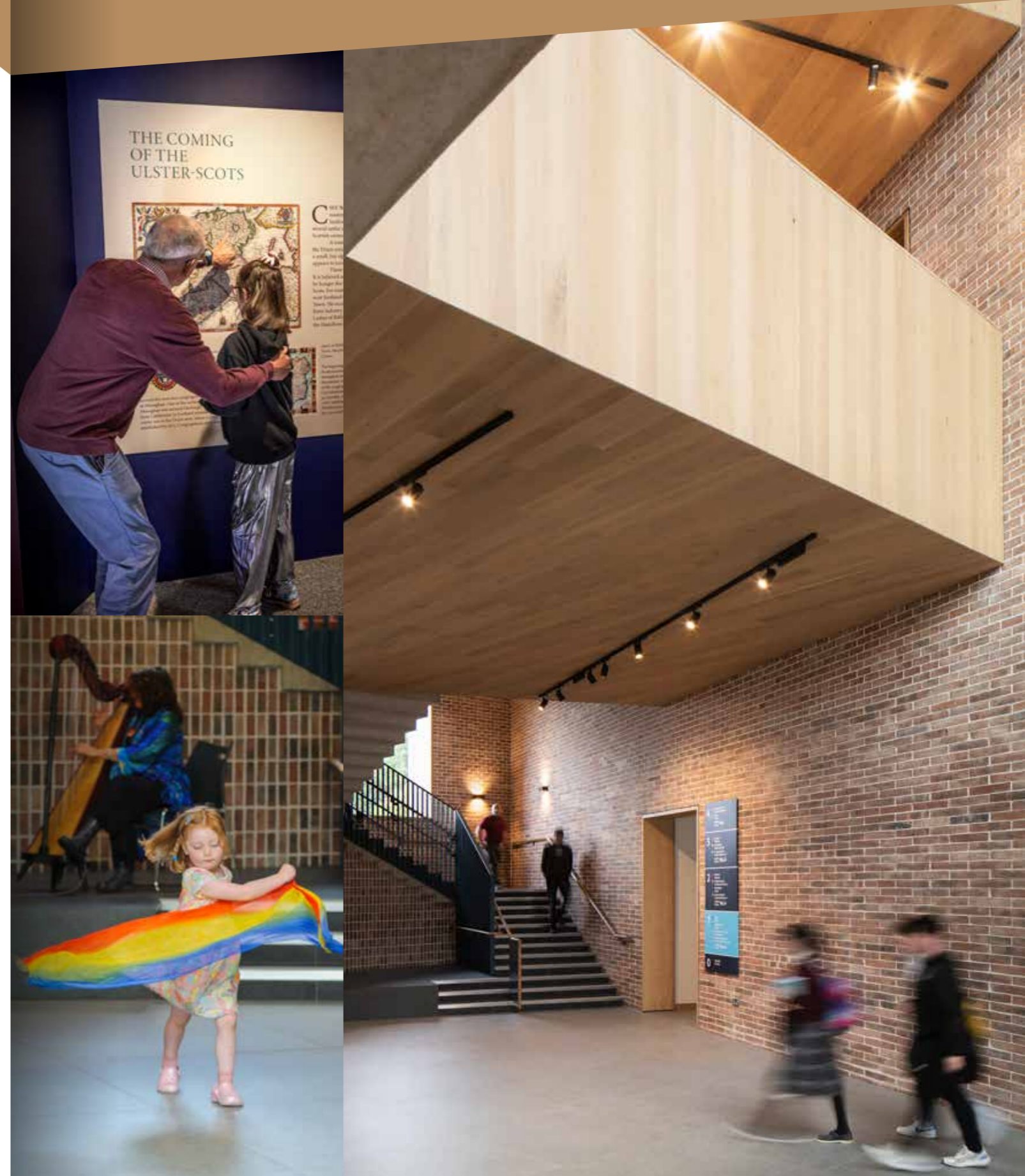
Our new home in the iconic Peace Campus will act a driver for economic and social development.

### MUSEUMS PROVIDE EDUCATIONAL OPPORTUNITIES

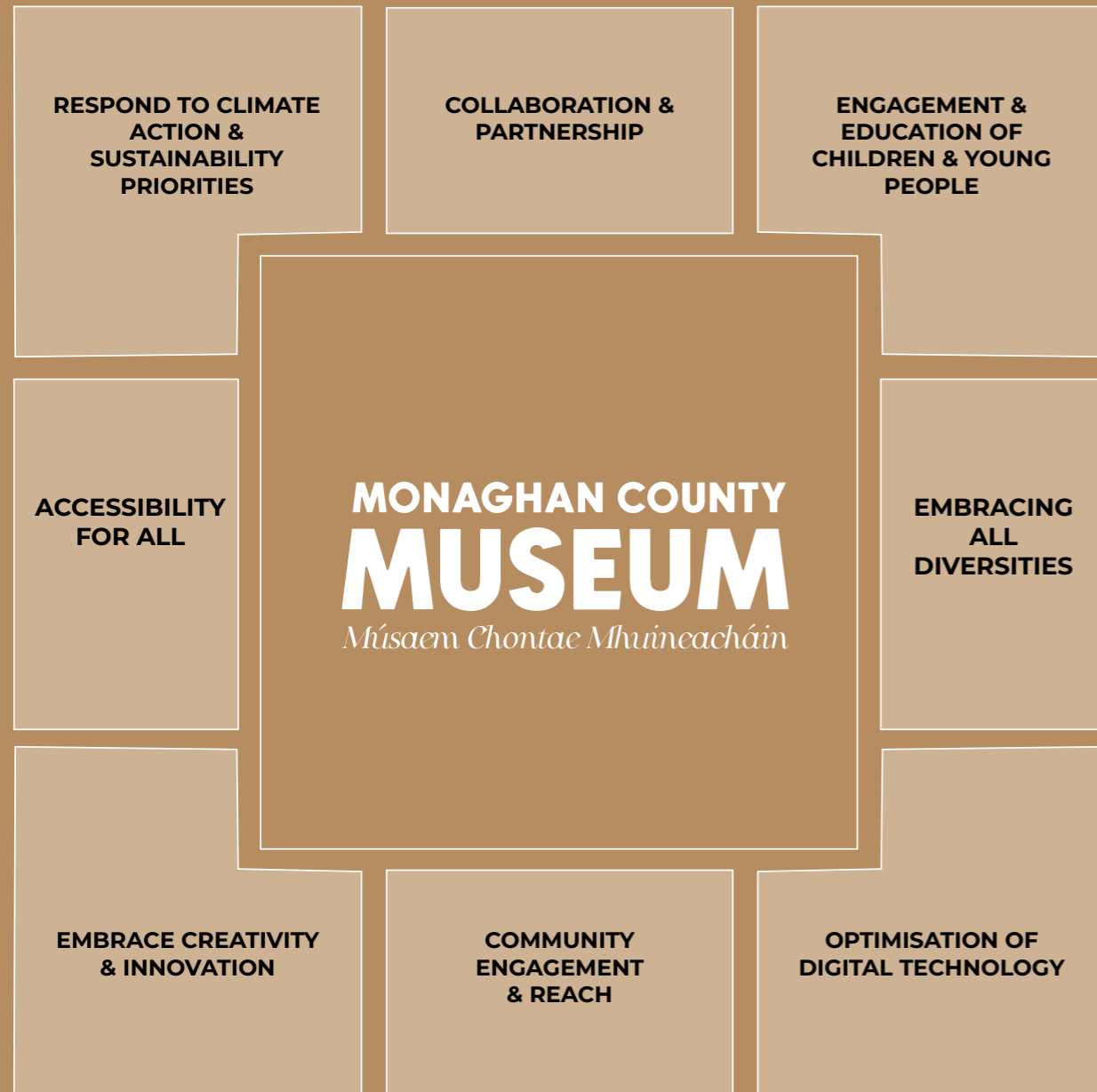
We work with schools, third level institutions and lifelong learners to provide a programme of educational and engaging events based on our collections.

### MUSEUMS ADDRESS SECTARIANISM AND SOCIAL ISSUES

The collections and stories on display in Monaghan County Museum reflect many of the different cultural traditions which make up the history of the county. We use these objects and stories to help promote understanding, tolerance and respect.



# EMERGING NATIONAL & LOCAL PRIORITIES REFLECTED IN THIS STRATEGY



THIS STRATEGY HAS BEEN INFORMED BY THE FOLLOWING NATIONAL AND LOCAL STRATEGIES:

- Heritage Ireland 2030
- Local Authorities Museums Network Strategic Plan 2022-2026
- Museum Standards Programme for Ireland 2014
- International Council of Museums Strategic Plan 2016-2022
- Implementing the Public Sector Equality & Human Rights Duty
- Monaghan County Council Corporate Plan 2024-2029
- Monaghan Local Economic & Community Plan 2023-2029
- Monaghan County Libraries Development plan 2024-2028
- Monaghan Climate Action Plan 2024-2029
- Monaghan Creative & Cultural Strategy 2023-2027
- Monaghan Age Friendly Strategy 2020-2024
- Monaghan Migrant Integration Strategy 2020-2023
- Monaghan Biodiversity & Heritage Strategic plan 2020-2025
- Monaghan County Council Tourism Strategy 2023-2028



# OUR VISION, MISSION & VALUES

## OUR VISION

Monaghan County Museum aims to be a vibrant, inclusive space where everyone can explore the county's rich culture, fostering inspiration, connection, and learning to enrich lives.

## OUR MISSION

Our mission is to preserve and share the cultural diversity and history of our region. We bring the identity, people, and place to life through artefacts, stories, events, and exhibitions in the museum, online, and in the community. We aim to engage a wide audience and deepen the appreciation for our shared heritage.

## OUR VALUES

### 1. Accessibility and Inclusion

We value and promote equal access to all our activities, galleries, resources, and communications. We are committed to fostering diversity and inclusion in everything we do.

### 2. Preservation

We are dedicated to the preservation and care of our collections, ensuring their legacy is maintained for future generations.

### 3. People-Focused

People are at the heart of our mission. We strive to treat everyone we work with, collaborate with, and serve with respect, fairness, and openness.

### 4. Professionalism

We uphold and develop the professionalism of Monaghan County Museum through high standards, continuous skill development, and a positive attitude in all our endeavours.

### 5. Fun

We believe that fun should be an integral part of everything we do, making our museum a joyful and engaging place for all.



# OUR STRATEGIC PRIORITIES

## PRIORITY 1: STRENGTHENING

We will strengthen our presence in our new home at the Peace Campus, maximising its opportunities and optimising the workability, effectiveness and efficiency of all our practices.

## PRIORITY 2: PROGRAMMING

We will offer a diverse range of activities, events, and exhibitions that connect people with the richness and diversity of their identity and culture through the Museum's collection

## PRIORITY 3: ENGAGEMENT

We will strive to engage a broad audience of community members, visitors, and stakeholders, sharing the relevance, benefits, joy, and excitement of the Museum, its activities, collections, and events.

## PRIORITY 4: PROFESSIONAL PRACTICES

We will continue to uphold and develop the highest museum standards to ensure Monaghan County Museum remains its position as a national leader in the museum sector in Ireland.



## PRIORITY 1: STRENGTHENING

### 1 Settle into the Peace Campus

- Maximise synergies at the Peace Campus
- Enhancement of exhibits & galleries
- Consolidate the presence of the Museum inside the Peace Campus Building
- Establish a presence of the Museum on the grounds of the Peace Campus

### 2 Measure the value of the Museum

- Establish the contributory value of the Museum to users and the county using different methodologies including Social Return on Investment (SROI)

### 3 Optimise Accessibility and Inclusion

- Optimise inclusive design
- Inclusive consultation with community

## PRIORITY 2: PROGRAMMING

### 1 Develop innovative and engaging inclusive programming and events

- Deliver Peace programming
- Expand cultural programming
- Engage in community co-creation
- Enhance engagement through temporary exhibitions

### 2 Seek opportunities to engage in collaboration and partnerships that add value

- Grow collaborative endeavours
- Explore alternative funding opportunities

### 3 Support Climate Action and Sustainability

- Leverage Museum collections in support of climate action initiatives and programming
- Embed sustainability practices

### PRIORITY 3: ENGAGEMENT

<b>1</b> Capitalise on marketing and communication opportunities and practices	<b>2</b> Expand Community Engagement	<b>3</b> Create opportunities for education
<ul style="list-style-type: none"> <li>• Improve visibility and promotion of the Museum</li> </ul>	<ul style="list-style-type: none"> <li>• Develop interactive experiences in the Museum</li> <li>• Increase youth engagement</li> <li>• Expand community outreach</li> </ul>	<ul style="list-style-type: none"> <li>• Engagement with schools and third level institutions</li> <li>• Experiment with the concept of Playful Museums</li> <li>• Embrace and promote life-long learning</li> </ul>

### PRIORITY 4: PROFESSIONAL PACKAGES

<b>1</b> Continue to develop Museum Standards	<b>2</b> Continue to maintain the highest collections management and enhancement Practices	<b>3</b> Develop workforce capacity and capability
<ul style="list-style-type: none"> <li>• Attain the Museums Standards Accreditation for the new Museum</li> <li>• Showcase Monaghan Museum as a leader in the sector</li> </ul>	<ul style="list-style-type: none"> <li>• Preservation of the Collection</li> <li>• Use the Museum Collection as a resource for new ideas</li> <li>• Define the Museum's Digital Strategy</li> <li>• Engage with County Archivist</li> </ul>	<ul style="list-style-type: none"> <li>• Seek Professional Recognition of the Museum Workforce</li> <li>• Complete Staff Complement and Expand Roles</li> <li>• Development Staff Skills</li> </ul>







# OUR COMMITMENT TO THE PUBLIC SECTOR DUTY

The Public Sector Equality and Human Rights Duty ('the Duty') places a statutory obligation on public bodies to 'eliminate discrimination, promote equality of opportunity, and protect the human rights of those to whom they provide services and staff when carrying out their daily work. Monaghan County Museum is committed to meeting the obligations under the Duty in the implementation of this strategic plan and the day-to-day work of the Museum. It is important to us that the Duty is not a box ticking exercise but a necessary part of our museum's identity and practice.

THE KEY STEPS WE WILL TAKE TO HAVE REGARD TO OUR DUTY OBLIGATIONS DURING THE IMPLEMENTATION OF THIS STRATEGIC PLAN ARE:

#### TRAINING AND CAPACITY BUILDING:

- All staff in the Museum will be required to complete IHREC's eLearning "Equality and Human Rights in the Public Service"
- We will organise training workshops for all staff and advisory committee members on the Public Sector Equality and Human Rights Duty to ensure everyone understands the Duty.

#### POLICY & PROGRAMME DEVELOPMENT AND DECISION MAKING

- Prior to finalising any new or revised policy, strategy, event or exhibition and significant project of the Museum we will carry out an equality and human rights impact assessment to ensure the policy doesn't negatively impact on any member of society protected under the Duty.

#### COMMUNITY ENGAGEMENT AND CONSULTATION

- We will establish an ongoing inclusive consultation system with community groups, advocacy organisations and Elected members that represent groups protected under the Duty and underrepresented in the activities of the Museum characteristics.
- We will use the process of engagement to identify and address any unintended impacts that a policy or service may have created ensuring any equality and human rights issue relevant to Museum are identified and addressed.

#### MAINSTREAMING GOOD PRACTICE

We will regularly audit physical accessibility (ramps, lifts, changing places) and digital accessibility (website, interpretation screens) across the Museums services and programmes.

We will ensure our events, programmes and exhibition including all promotional information are inclusive accessible and culturally relevant and welcoming to diverse histories and perspectives.



**MONAGHAN COUNTY**  
**MUSEUM**  
*Músaem Chontae Mhuineacháin*

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(Admission free)