



COMMUNITY REDEVELOPMENT AGENCY BOARD MEETING OF: October 7, 2025

OLD BUSINESS

AGENDA ITEM 9.C

SUBJECT:

Continued Discussion and Consideration of the Recruitment of Executive Director Candidates by S. Renee Narloch & Associates

SUMMARY:

On September 10, 2024, the CRA Board directed staff to research Executive Recruitment Firms as an option for securing a viable candidate for the CRA Executive Director position. Staff solicited proposals for Executive Recruitment Firms and had five responses.

At the January 14, 2025 meeting, the CRA Board chose S. Renee Narloch & Associates (SRNA) as the executive recruitment firm (see Attachment I).

After meeting with most of the CRA Board members, on March 10, 2025, SRNA sent a tentative timeline along with a brochure to post on different outlets in order to receive viable candidates for the position (see Attachments II & III).

On June 30, 2025, SRNA provided a Recommended Candidates Booklet that highlights four candidates that possess the necessary qualifications and experience. SRNA conducted preliminary interviews with each of these candidates and discussed in detail their professional experiences, accomplishments, strengths, backgrounds, potential employment gaps or departures, and interest in BBCRA.

All four recommended candidates have Florida CRA experience, with one of them having previously worked for BBCRA (see Attachment IV). A total of 28 candidates applied for the position. As of July 29, 2025, two of the recommended candidates withdrew from the process.

On September 18, 2025, the CRA Board discussed all available options including consideration of responses to the Request for Proposals for Executive Director Services (RFP), consideration of Kris Mory, and consideration of any other legal option to fill the role that may exist at the time of the discussion.

The CRA Board Directed staff to negotiate with Kris Mory and bring back a employment contract for Board consideration, and an agenda item to evaluate the RFP responses on October 7, 2025 (see Attachments V & VI). On September 18, 2025, Kris Mory withdrew her interest in the Executive Director position (see Attachment VII).

CRA staff is seeking direction from the Board on continuance of executive recruitment services with SRNA. A member of SRNA will be available for the October 7, 2025, Board Meeting to answer any questions.

FISCAL IMPACT:

FY 2024-2025 General Fund Budget, Executive Department; Line Item #01-51230-100

CRA BOARD OPTIONS:

To be determined based on Board direction.

ATTACHMENTS:

Description

- [Attachment I - Request for Proposal from S. Renee Narloch & Associates](#)
- [Attachment II - BBCRA Timeline](#)
- [Attachment III - BBCRA Executive Director Brochure](#)
- [Attachment IV - BBCRA Recommended Candidates Booklet](#)
- [Attachment V - Executive Director Employment Contract](#)
- [Attachment VI - Key Term and Condition Sheet](#)
- [Attachment VII - Kris Mory Withdrawal Email](#)