

From: [Thomas Harmer](#)
To: [Melbourne Beach Town Manager](#)
Cc: [Melbourne Beach Town Clerk](#); [Ryan Knight](#)
Subject: Re: Facilitator Workshop Melbourne Beach
Date: Monday, December 22, 2025 8:50:04 AM

Lisa, thanks for the follow-up information. This is very helpful!

I am discussing with our internal Senior Advisor team and will get back to you as soon as I can.

In the meantime feel free to reach out with any additional thoughts or questions.

Sincerely,

Tom

Tom Harmer, ICMA-CM (retired)
Senior Advisor
FCCMA/ICMA

From: Melbourne Beach Town Manager <TownManager@melbournebeachfl.org>
Sent: Friday, December 19, 2025 3:33 PM
To: titusville01@gmail.com <titusville01@gmail.com>
Cc: Melbourne Beach Town Clerk <TownClerk@melbournebeachfl.org>; Ryan Knight <rknightshepardfirm.com>
Subject: Facilitator Workshop Melbourne Beach

Mr. Harmer

Thank you for reaching out to consider assisting the Town in addressing their challenging environment. As discussed in our conversation this week, since the survey (attached) was released at the end of October and with the election of two new Commissioners, we desire to take steps to heal the divide that has occurred between staff, elected body, and the community. The Commission has requested that we seek the assistance of an outside facilitator to direct interaction and provide useful steps that may resolve this conflict. Please see the following as a guideline of our request.

We are planning a public workshop hopefully for February 4th which will include leadership staff and Town Commission.

Workshops generally start at 6:00 and will be scheduled for two hours max.

The agenda will be general and set up by the facilitator.

Top questions should result in resolving three key issues: Trust, Communication and Alignment of Purpose.

This workshop may be the first of several discussion/exercises that acknowledges the

issues, apologizes for past actions, and confirms that the participants are dedicated to moving forward.

Please let us know if you have any further questions or guidance pertaining to our discussion. We look forward to hearing from you in the near future.

Sincerely,

Lisa Frazier

townmanager@melbournebeachfl.org

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