

# ANTON J. BOCKELMAN

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## EMPLOYMENT

***Tres Ramos Consulting, St Louis***

**October 2020 – Present**

**Principal**

- Nonprofit consulting with a focus on administrative procedures and transitional leadership.

***Missourians for Healthcare, Statewide Ballot Measure***

**October 2019 – August 2020**

**Campaign Manager** (contract position)

- Responsible for oversight and management of the successful \$10M ballot measure expanding Medicaid; winning with a 6.5% margin
- Managed a small campaign team responsible for field, coalition, and communications, all through a lens of equity & inclusion
- Coordinated updates and coalition discussions between core leadership on an internal finance committee, community agencies, and other supportive stakeholders; growing the supportive coalition to over 330 organizations
- Maintained financial requirements to an evolving budget, coordination with both legal and ethics compliance; & communicated financial needs as the campaign evolved
- Monitored and advised partners on political efforts of opponents

***Empower Missouri, Jefferson City, MO***

**January 2017 – October 2019**

**Assistant Director**

- Brought onboard to facilitate a modernization of the organization's advocacy module and assist in developing advocacy planning at the local, state, and federal level
- Responsible for infrastructure needs, including developing a short- and long-term plan to address technology upgrades, voter engagement software, and a comprehensive communications plan
- Manage contracts and coordination with consultants for fundraising, executive coaching, and program specific trainings
- Direct staff goal setting and general management oversight of statewide staff (current staff of 6)
- Maintain financial records from daily accounting requirements to financial reports for the board and audit review preparation
- Resource development including grant writing and reporting, annual fundraising plan management, and coordination of the organization's annual conference

***PROMO, Missouri's LGBT Advocacy Organization, St. Louis, MO***

**July 2007- November 2015**

**Executive Director**

- Oversee programming and infrastructure support for PROMO Fund (501c3), PROMO (501c4), and PROMO PAC (State Political Action Committee)
- Collaborated with allies at the state and local level to push back anti-gay measures, provide support on related issues and raise awareness of progressive issues
- Developed a public policy project by focusing on outreach within the Executive Branch of state government to secure incremental progress on state-level policies impacting the LGBT community
- Founded the LGBT Health Policy Collaborative with funding from Missouri Foundation for Health
- Worked to establish bipartisan support for legislative agenda in the State Capitol including management of lobbying and coalition partner relationships
- Directed PROMO PAC, the electoral arm of PROMO, along with management of candidate recruitment process, ethics filings and GOTV efforts
- Managed all communications including action alerts, website, social media to build relationships with constituents through honest and transparent messaging on goals and strategies

*Anton J Bockelman Resume, continued*

- Tripled the combined annual budget to \$650,000 in 2015 while maintaining a healthy mix of revenue from grants (40%), events (30%) and individual donations/major gifts (30%); this includes a restructuring and retirement of old debt
- Facilitated the merger and onboarding with SAGE Metro St Louis to become the first statewide SAGE collaborative
- Recruit new board members for PROMO/PROMO Fund and PROMO PAC; flipped main board from a policy-driven board to a fundraising board which accounts for approximately 40% of the combined event and direct donations
- Served as media spokesperson and fielded print, radio and television interviews at all levels
- Coordinated main lobbying strategy and defense while serving as the registered lobbyist for the organization

**Discovering Options, St. Louis, MO**

**January 2006 - June 2007**

**Development Director**

- First Development Director for a small agency focused on after-school programming and mentoring services within inner city schools; built initial event structure for the organization which previously had few direct donations
- Developed a database infrastructure to track and maintain donation information; sourced new prospective donor profiles from other community lists; and implemented a successful direct mail campaign with a 10% return rate
- Initiated a media outreach campaign to raise awareness of programs and profile of the organization
- Provided occasional on-site support for after-school programs and mentor/protégé outings

**Airport Terminal Services, St. Louis, MO**

**November 1999 - November 2005**

**Director of Recruiting**

- Created a strategic staffing vision by assessing current and future skill requirements for terminal support of the organization and developed appropriate talent acquisition plans
- Worked with HR colleagues and senior leadership to develop overall staffing plans to support the business strategy at a 95% staffing standard for 40 facilities in the US and Canada
- Educated leaders on talent acquisition strategy and their critical role in achieving success; developed and implemented strategies and support initiatives that drove the overall talent acquisition process, quality of hiring, and time-to-fill goals
- Established employment brand by working with corporate marketing to develop a strong Airport Terminal Services employment brand; used collateral appropriately to attract candidates and communicate a compelling but realistic perception of working in the heavily regulated airline industry, post September 9, 2001
- Leveraged HR systems and tools to provide recruiting, skills, and workforce planning data and reports; monitored and analyzed recruiting, diversity, retention, and other HR metrics and used data to pursue continuous improvement in the hiring process and ensure all EEOC Compliance
- Ensured legal compliance in regards to all recruiting initiatives and related programs; submitted required government reports, such as EEO reporting and affirmative action planning, and documentation related to recruiting
- Managed and mentored talent acquisition team members (staff of 6), provided leadership and regular performance feedback and coaching, discussed development opportunities to allow team members to increase their skills and grow professionally; provided departmental reports and project status updates to the Vice President of HR and other business partners as needed; provided budgeting and P&L guidance on relative contract negotiations

**Clipper Cruise Line (INTRAV, INC), St. Louis, MO**  
**Human Resources Generalist**

**May 1997 – November 1999**

- Implemented human resources programs for all shipboard employees from entry to executive level by providing human capital services, including talent acquisition, staffing, employment processing, compensation, health and welfare benefits, training and development, records management, safety and health, succession planning, employee relations and retention, AA/EEO compliance, and labor relations
- Coordinated with the hiring managers in the development, identification and placement of qualified ship personnel; ensured continued efforts were maintained to develop and improve interviewing skills
- Maintained effective practices to facilitate the hiring process of internal candidates, minimizing administrative time and efforts while ensuring the placement of high quality sales professionals including sales management
- Actively participated in the Human Resources Department management team, assisting with the development and realization of Human Resources strategic plans, goals and outcomes  
Facilitated all campus recruiting programs at targeted schools including culinary institutions and maritime academies, nationally
- Monitored and conducted pre-employment and random drug tests and updated all current employment records, conducted quarterly orientation and coordinated crew travel arrangements
- Guided employees and managers through questions about policies and procedures, provided clarity in challenging situations; provided training to field for HR policies including anti-discrimination and anti-harassment guidance
- Provided coaching and counseling for managers preparing performance reviews; responsible for new hire orientation development throughout organization
- Developed Safety Booklet used companywide for crew based on best practices and new STCW guidelines; ISM Certified Auditor of STCW/Safety practices for all U.S. flag vessel

**EDUCATION**

**University of Evansville**, Evansville, IN  
B. S. Business Administration

**Harvard University**, Boston, MA  
Kennedy School of Government, Executive Education Certificate  
of Completion, Sr Executives in State & Local Gov.

**COMMUNITY**

Board Member, The Griot Museum of Black History, Spring 2021  
City of Saint Louis, Civil Rights Enforcement Agency, appointed 2013, elected Chair 2014  
Member of the Missouri Advisory Committee to the U.S. Commission on Civil Rights, 2014-2016  
Progress Missouri, Board Member/Board Chair, 2011-2015  
FOCUS St. Louis, Leadership St. Louis Class 2012-2013  
Equality Federation, Board Member and prior Board Chair, 2008-2013  
Political Columnist, The Vital Voice, 2011-2013  
Optimist Club, 2006-2012 (Officer Position, 2008-2010)  
Association of Fundraising Professionals, Fellows Program 2006-2007  
PROMO Board of Directors, Elected 2006-2007  
Human Rights Campaign (HRC) Board of Governors, 2001-2006  
HRC Major Donor Liaison, 2004-2006  
HRC Saint Louis Gala Co-Chair, 2003 & 2004  
HRC Corporate Development Chair for Saint Louis, 2002-2006  
HRC Logistics Committee Chair, HRC Midwest Gala, 2000  
Junior Achievement Volunteer Teacher at Pattonville High School, 2000-2001  
Volunteer for Challenge Metro Hotline, 1999 – 2001

**REFERENCES**

Available upon request