

Profile

Todd

First Name

St John-Fulton

Middle Initial

Last Name

tdsjf@outlook.com

Email Address

2068 Butternut Cir W

Home Address

Suite or Apt

Clearwater

City

FL

State

33763

Postal Code

Mobile: (813) 557-0342

Primary Phone

Alternate Phone

Length of Residency - please select one. *

☒ 1 to 5 years

Do you own or represent a business in Clearwater?

☒ Yes ☐ No

If yes, where is the business located? Do you conduct business with the City?

Habitat for Humanity Tampa Bay, located in Clearwater and yes we do business with the City
Gulfside 14010 Roosevelt Blvd Suite 704 Clearwater, FL 33762

Which Boards would you like to apply for?

Community Development Board: Submitted

Habitat for Humanity Tampa Bay Gulfside

Employer

Chief People & Culture Officer

Job Title

Occupation - If retired, enter former occupation.

Human Resources

Have you served or do you serve on a board in Clearwater?

☒ Yes ☐ No

If yes, please list the name of the board.

Amplify Clearwater

Why do you wish to serve on this board/committee? If seeking reappointment, state why you should be reappointed.

I am deeply committed to the community I live, work and enjoy and want to contribute to its future growth and success.

What personal qualifications can you bring to this board or committee?

I have served on several Boards in and around Clearwater. I was a past Board member of the USF Alumni Association, Upper Tampa Bay Chamber of Commerce. I currently serve as a Board member on the Amplify Clearwater board and I am the president elect of the local SHRM (Society for Human Resource Management) chapter where I will move into the President role in 2027. I have an Accounting degree as well as a Criminal Justice degree and I have served at HAbitat for Humanity for almost 7 years and am on the Executive team.

List Community Activities

With the several boards I have been on and including I am a current class member of Leadership Pinellas I am in the community constantly. Along with my exposure from Habitat I attend many events monthly in the community.

[TDS_Exec_Resume_04-15-2025.docx](#)

Upload a Resume

Question applies to multiple boards

[Your_polling_place_for_a_city_town_election_may_be_different._Su.pdf](#)

Please attach a copy of your current voter registration within city limits.

Question applies to multiple boards

[cm_St_John-Fulton_Tood_Duane.pdf](#)

Please attach a copy of one of the following documents: 1) valid current Florida Driver License issued to an address within city limits, or 2) Declaration of Domicile filed with the city clerk affirming residency within city limits.

Question applies to multiple boards

Are you related to any member of the City Council?

☐ Yes ☒ No

Question applies to multiple boards

If yes, please provide name and explain relation.

N/A

Question applies to multiple boards

Are you related to a city employee?

☐ Yes ☒ No

Question applies to multiple boards

If yes, please provide name and explain relation.

N/A

Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts. (Optional)

Ethnicity

☒ Caucasian/Non-Hispanic

Gender

☒ Male

08/02/1973

Date of Birth

The City of Clearwater strives to promote diversity and provide reasonable accommodations for individuals with disabilities. If you are requesting accommodation, please indicate below:

None

By clicking on "I Agree," below, I affirm that the information above is true and correct, and that I understand and agree to the responsibilities and commitment of time associated with an appointment to a Clearwater advisory board or committee.

☒ I Agree

All material submitted to the City of Clearwater is subject to the public records law of the State of Florida including Chapter 119, Florida Statutes.

TODD ST. JOHN-FULTON, SHRM-CP

Clearwater, FL 33763 | (813) 557-0342 | tdsjf@outlook.com |
<https://www.linkedin.com/in/toddstjohnfulton/>

PROFESSIONAL EXPERIENCE

Chief People & Culture Officer

Habitat for Humanity Tampa Bay Gulfside | August 2019 - Present

Strategic advisor to the CEO and Executive Team on all human capital initiatives, driving alignment between organizational culture, talent strategy, and mission outcomes. Oversaw full HR lifecycle for 100+ employees, transforming the People function into a forward-thinking, data-informed business partner.

- Spearheaded organizational culture transformation through the launch and integration of "How We Habitat," embedding values across operations and performance systems; leveraged LivingHR partnership and employee NPS to measure and elevate engagement.
- Directed talent acquisition strategy, from workforce planning and job architecture to executive recruitment and employer branding, resulting in significant improvements in time-to-hire and candidate quality.
- Reengineered total rewards programs, including health benefits, 401(k), and compensation structures using market data, utilization analytics, and benchmarking to ensure competitiveness and equity.
- Led COVID-19 crisis response strategy, implementing real-time protocols, communications, and policy adaptations to protect team well-being and sustain operations.
- Modernized HR operations and systems, optimizing Paylocity platform usage for payroll, performance management, and annual reviews; introduced DEI data tracking and stay interview programs to drive inclusion and retention.
- Advised senior leaders on employee relations, organizational design, and change management; facilitated executive coaching, conflict resolution, and succession planning.
- Oversaw HR, office operations, and mortgage servicing departments, mentoring high-performing teams and fostering a culture of collaboration and accountability.

Director of Internal Operations - Bulls Club

University of South Florida Athletics | September 2016 - August 2019

- Directed financial operations for over 100 budgets and accounts tied to donor gifts, ensuring transparency, fiscal responsibility, and alignment with NCAA, university, and Foundation regulations.
- Strengthened financial governance by establishing controls, training staff on compliance protocols, and monitoring fund utilization across all Athletics development initiatives.
- Acted as liaison between Athletics leadership and internal stakeholders to ensure smooth execution of donor relations, budgeting, and strategic planning activities.

- Played a key role in optimizing donor transaction systems and reporting, enhancing stewardship efforts and operational efficiency.

Travel Manager / Fiscal & Business Assistant

University of South Florida Athletics | February 2015 – September 2016

- Designed and implemented a travel compliance framework in accordance with university and NCAA guidelines, significantly improving audit-readiness and staff training.
- Collaborated cross-functionally to ensure travel expenditures aligned with team budgets and donor expectations.
- Launched and facilitated monthly Travel Delegate Meetings to reinforce policy adherence and build interdepartmental alignment.

Assistant Director of Human Resources

University of South Florida Athletics | April 2013 – February 2015

- Led end-to-end recruitment, onboarding, and workforce development programs for staff, graduate assistants, and student workers; streamlined processes to enhance candidate experience and hiring speed.
- Administered complex leave management cases (FMLA, workers' comp, etc.), ensuring compliance and support for employees through sensitive transitions.
- Managed payroll operations and collaborated with central HR and legal teams to resolve sensitive employee matters and performance issues.

Previous Experience

- Business Office Manager, Brookdale Senior Living (2012–2013): Led payroll, billing, credentialing, and admin operations in senior living environment.
- Benefits Specialist, Alltrust Insurance (2011–2012): Managed benefits for 200+ employer groups, advised on plan design and implementation.
- Assistant Director of HR / HR Coordinator, USF Sun Dome (2008–2011): Handled policy development, payroll, and compliance for 400+ event staff.
- HR Payroll Specialist, University of South Florida (2007–2008): Supported payroll and HR compliance for 15,000+ university employees, specializing in international employment.

EDUCATION & CERTIFICATIONS

B.A. in General Studies – Criminal Justice Concentration | University of South Florida

Certifications:

- SHRM-CP (Society for Human Resource Management – Certified Professional)
- Post-Crisis Leadership Certificate – USF Muma College of Business
- Leadership Development Program (LDP) – Eckerd College

LEADERSHIP & COMMUNITY INVOLVEMENT

- Board Member, USF Alumni Association (2021–2025)
- Board Member, Upper Tampa Bay Chamber of Commerce (2024–2028)
- Executive Board Member, Treasurer, Suncoast HR (2024–2025)
- Volunteer Leader, Making Strides Against Breast Cancer (2007–2010)

- Honors: 2024 Business of Pride Voice Honoree, 2022 Tampa Bay Business & Wealth Apogee Award – CHRO Category, 2015 USF Executive Services Outstanding Staff of the Year