

# John Overland

Woodbury, MN

p: 612-261-2422 | e: joverland@northernstar.org | <https://www.linkedin.com/in/john-overland-0aa47643/>

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## SCOUT EXECUTIVE

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### *Skills & Competencies*

Strategic Planning  
Membership Management  
Camp and Property Management  
Fundraising  
Community Relations and Marketing  
Staff Leadership and Development  
Budget Planning and Controls  
Board Development and Governance  
Leadership Identification  
Goal Oriented Culture  
Program Development  
Capital Campaigns

**Trusted High-Performance Council Leader:** Values driven authentic leader with over twenty-three years experience in a variety of council positions in rural, urban, suburban and metro territories. Natural ability to coordinate people and resources for maximum effectiveness. Reputation for being an effective recruiter known for motivating both staff and volunteers to work towards a common goal.

**Strategic Leader Enabling Excellence:** Creates strategy to address gaps in the team's ability to meet emerging customer needs. Known for developing new approaches to keep programs exciting. Inspiring teams to achieve strategic vision by breaking down strategy into manageable goals. Able to identify the basic components of a complicated situation, process, event, or decision. Searches for ways to find opportunities to enhance how and what we do.

**Reliable and Disciplined Executor:** Extremely skilled at working through people and managing the implementation of projects, on-time and within budget. Hands-on leadership style with a relentless focus on delivering high-impact projects while maintaining an environment of collaboration and teamwork. Known for finding the most efficient way to use available time, money, materials, or human resources.

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## PROFESSIONAL EXPERIENCE

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NORTHERN STAR COUNCIL

Fort Snelling, MN

### **Deputy Scout Executive**

2013 – Present

Staff leadership to three teams – Base Camp, Camping, and Information Systems - that include 21 full-time, 30 part-time and over 500 seasonal staff. Direct responsibility for traditional camping programs, Base Camp non-traditional programs and council information systems. Staff leadership to the council Youth Protection, Risk Management and Technology Committees. Leadership, project management and budget responsibility for the building of a \$17 million Leadership Center completed in 2018. Operating budget responsibility of over \$5 million. Annual evaluations since 2014 have been Exceeds.

- Board Division Friends of Scouting Staff Advisor achieving an increase of over \$75,000 in funds raised over the three years of the assignment.
- Responsible for over \$5 million in camp operations that has produced a net return to the Northern Star Council operating budget of anywhere from \$1M to over \$1.1M and additional annual surpluses for maintenance projects in the range of \$84K to \$200K over the last five years.
- Grew Cub Scout youth camping from 24 to 27% and Scouts BSA youth camping from 72-77% over the last five years.
- Identified new opportunity and established partnership with Polaris Industries, Inc. to create Polaris Adventures Pilot Program using their new RZR off-road ATV. Created the vision and strategic direction. Estimated to produce at least \$10,000 in profit the first season when implemented.
- Led the launch of new website in 2016 using Agile processes. Created a “digital first” strategy in all of the communications at the council and district levels saving time in maintenance and updating the new website.
- Implemented over \$20M in capital projects at eight properties all within budget. Projects included camp improvements and new facilities, building a new Cub Camp multi-purpose building and Leadership Center (Scout Service Center).

NORTHERN STAR COUNCIL

St. Paul, MN

**Assistant Director of Field Service**

2007 – 2013

Staff leadership to half of a 42 - member field team. Direct responsibility for Outreach, Exploring, and Juvenile Diversion programs. Staff leadership to the council volunteer Membership and Exploring Committees. Board Division FOS staff advisor.

- With increased focus on parent recruitment and encouraging adult applications to be submitted, we increased adult leaders in the Cub Scouting program from a ratio of 5.0:1 adult leader to Cub to 4.1:1 and across all programs increasing from 3:1 to 2.7:1
- As membership staff advisor, Webelos-to-Scout transition increased by 7 percentage points from 2007-2012. Venturing membership grew by 34% during the same period. Total new units increased by 5% two of the last three years in role.
- Led a team of volunteers to assess the council's programs and services and create strategic objectives to support the council's 2011-2015 Strategic Plan that included; a Kindergarten Cub Scout program to move from pilot stage to full council rollout, a model Scout unit plan, and an enhanced culture of advancement and recognition.

NORTHERN STAR COUNCIL

St. Paul, MN

**Assistant Director of Development**

2006-2007

Staff leadership to five staff in the areas of Friends of Scouting, product sales, special events and pledge entry.

- Responsible for over \$4 million in fundraising in a \$12.8 million council budget
- Increased product sales by 9% during tenure
- Secured a \$22,000 sponsorship to underwrite facility and catering costs for a special event

INDIANHEAD COUNCIL

St. Paul, MN

**Assistant Director of Field Service | Field Director | District Executive**

1995- 2005

**BSA COURSEWORK & AWARDS**

**Coursework:** Professional Development I, II, III ▪ People Management I, II, III ▪ Coaching Skills Workshop ▪ Total Quality Management Seminar ▪ Fiscal Management ▪ Field Operations in a Digital Age ▪ Wood Badge ▪ Senior Leader Essentials I, II

**Awards:** Eagle Scout, Vigil Honor Order of the Arrow, James E. West Fellow, Bronze Pelican, Scouting Professional Circle

**CIVIC ORGANIZATIONS**

Rotary Club of St. Paul – Member	2007 – present
Rotary Club of St. Paul - Board Member	2016 – 2017
Rotary Club of Stillwater-Member	1996 – 2004
Assistant Scoutmaster, Scout Troop 72, Woodbury	2009 – present
Den Leader and Webelos Leader, Cub Pack 5, Woodbury	2004 – 2012
Woodbury Athletic Association, Baseball Coach	2009
Woodbury Athletic Association, Assistant Baseball Coach	2006 – 2008

**EDUCATION & MILITARY SERVICE**

**Bachelor of Arts, Geography | *University of Minnesota***

**Minnesota Army National Guard-Retired - Major**

Over 20 years of service

Deployed four times for state active duty and once for overseas federal duty

**Select Military Awards:** Bronze Star Medal ▪ Meritorious Service Medal ▪ Army Commendation Medal (3) ▪ Army Achievement Medal (2) ▪ Afghanistan Campaign Medal ▪ Humanitarian Service Medal ▪ Military Outstanding Volunteerism Medal ▪ Combat Infantryman Badge ▪ Ranger Tab