

## **Josette M. Rider – Executive Biography**

Josette M. Rider is a nationally recognized nonprofit executive with more than 30 years of leadership experience driving organizational growth, strengthening communities, and delivering measurable outcomes for youth and families. As Chief Executive Officer of Big Brothers Big Sisters of Northeast Indiana, she has built one of the most high-performing mentoring organizations in the country—known for its scale, efficiency, and sustained impact.

Since being appointed Executive Director in 2001, Josette has led a transformational era of growth and innovation. Under her leadership, the organization expanded from serving approximately 350 youth to more than 2,000 annually in professionally supported one-to-one mentoring relationships. She increased the agency’s operating budget from \$800,000 to \$4 million, established an endowment exceeding \$9 million, and successfully led multiple capital campaigns totaling more than \$6 million.

Josette is widely recognized for her ability to scale impact while improving operational performance. She reduced the cost per mentoring match by more than 70 percent while simultaneously increasing quality, extending average match length, and improving staff retention. Her implementation of rigorous performance measurement, strategic planning, and accountability systems has become a model for agencies nationwide.

A visionary leader and innovator, Josette developed the Big Futures program—one of the first comprehensive youth mentoring-to-workforce models in the country—now serving hundreds of youth annually and influencing programming across the Big Brothers Big Sisters network. She has also played a key role in strengthening the broader nonprofit sector, serving on national committees, leading peer agency collaborations, and advising organizations on governance, growth strategy, and program quality.

Her leadership has been tested through complex challenges, including organizational restructuring, economic downturns, natural disasters, and major operational expansions—including the successful integration of another BBBS agency. Throughout, she has demonstrated resilience, disciplined decision-making, and an unwavering commitment to child safety and program quality.

Prior to her tenure at Big Brothers Big Sisters, Josette served as Executive Director of the Boys & Girls Clubs of Decatur, where she led a successful capital campaign and expanded youth services, and as a Community Services Specialist with CANI, where she launched federally funded childcare initiatives across Northeast Indiana.

Josette’s impact extends beyond her organization. She has served in governance roles with Ambassador Enterprises and numerous community and national committees, and she is a sought-after speaker on nonprofit leadership, scaling impact, and operational excellence. Her contributions have earned her numerous honors, including National Agency of the Year recognition for her organization, CEO of the Year (BBBS America), Athena Award recipient, FBI Person of the Year for Indiana, and multiple statewide leadership awards.

A graduate of Indiana University Bloomington and an Evans Scholar, Josette brings a rare combination of entrepreneurial vision, operational discipline, and servant leadership. She is known for building high-performing teams, cultivating strong board leadership, and aligning mission with measurable results—while maintaining a deep, personal commitment to the youth and families she serves.