



November 18, 2021

Dear Friend,

It is with a heavy heart that we announce the upcoming departure of Nikki Daruwala from her role as Executive Director of Loudoun Literacy Council. Nikki has served our organization for the past three years with passion and diligence. In that time, she has expanded and diversified the organization's sources of funding, re-organized staff responsibilities, and strengthened programming to better serve Loudoun County.

When Nikki joined Loudoun Literacy Council in 2018, the organization was in a very tenuous situation, both financially and in terms of its programs and staffing. Nikki's work with the organization has been nothing short of miraculous. Under her leadership, the organization nearly tripled in revenue. She helped Loudoun Literacy Council create and build upon its first-ever endowment fund. She also worked closely with the Board to start and build a three-month cash reserve fund, along with a six-month operating reserve. With this greater financial stability, Nikki was able to lead her team to expand programming to better meet the needs of the community. Nikki also forged numerous partnerships in the community. During her tenure, Loudoun Literacy Council increased its client base by 37 percent, added 8 new staff positions, and expanded offerings to include 7 new and/or expanded programs.

"I am proud of the work that we have accomplished both in terms of internal processes and procedures and our external impacts," says Nikki. "I am grateful for the support of our staff, volunteers, Board of Directors, and the greater Loudoun community. Together, we have truly changed lives through literacy."

Nikki plans to stay with Loudoun Literacy Council until a new Executive Director is hired and onboarded. We are excited to see how Nikki's successor will take the organization to the next level with a continued increase in services to the Loudoun community. The individual who rises to this challenge will be rewarded with an exceptional team of individuals committed to supporting the community to reach its full potential. The search for Loudoun Literacy Council's next Executive Director has started, with the job description now posted on the organization's website at <https://loudounliteracy.org/staff/job-opening/>

Loudoun Literacy Council has retained ARM Consulting, LLC, to aid in the organization's leadership search. Candidates can send their resumes and supporting documents to hr@armconsultingonline.com.

Kind regards,

Brigitta S. Toruño
Chair, Board of Directors
Loudoun Literacy Council