

## Join Us in Being Part of the Solution

As our City and nation face major public health, income inequality, racial justice, and human services challenges, we each can be part of the solution.

At Lawyers Alliance, this means doing what we do best: strengthening the nonprofit sector through quality pro bono legal assistance.

Several elements are critical to the success of nonprofits, especially now: mission, people, funds, facilities and equipment, and relationships. Thanks to Lawyers Alliance's staff, Board, volunteers, and donors, nonprofits can receive guidance on legal strategies in each of these areas.

Our COVID-19 Relief and Recovery Initiative is serving the evolving legal needs of organizations that are: (a) working with low-income and disadvantaged populations hard hit by the pandemic; and/or (b) struggling to preserve and retool their programs because of the pandemic's far-reaching effects. With virtual programming, social distancing, and remote work, nonprofits are paying greater attention to technology and the legal issues associated with new communication channels.

You can help us by sharing your ideas, concerns, and best methods to reach you. Please contact Executive Director **Liz Guggenheimer** at [eguggenheimer@lawyersalliance.org](mailto:eguggenheimer@lawyersalliance.org) or 212-219-1800 ext. 231 with your thoughts.

## Mission-Driven Nonprofits Provide Pandemic Relief

Lawyers Alliance staff and our pro bono partners are helping nonprofits to respond quickly to COVID-19 and its far-reaching effects. Many of these nonprofits work with the low-income communities most affected by the pandemic.

### Supporting Hard-Hit Restaurant Workers

**Case Example:** According to *Business Insider*, by April 2020 a stunning 8 million restaurant workers had been furloughed or laid off due to the COVID-19 pandemic. Approximately 40 percent earned under twice the federal poverty line and had little to no savings. Lawyers Alliance client **Restaurant Workers' Community Foundation** (RWCF) leapt into action. Incorporated and declared tax-exempt two years ago with the help of pro bono attorneys from **Skadden, Arps, Slate, Meagher & Flom LLP**, RWCF set up its COVID relief fund and raised \$7 million, 50 percent of which is being distributed to individual restaurant workers by the Southern Smoke Foundation. As of September, Southern Smoke distributed more than \$3 million in relief funds to more than 1,600 individuals.

RWCF was formed to advocate for, and support other nonprofits working toward, gender equity, racial justice, fair wages, and healthy work environments in the industry. This spring, pro bono attorneys from **Anderson Kill P.C.** produced a

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Photo Credit: Music & Memory

**Music & Memory's** programs enable those living with **Alzheimer's, dementia, and other cognitive and physical limitations** to reconnect with the world.

inside

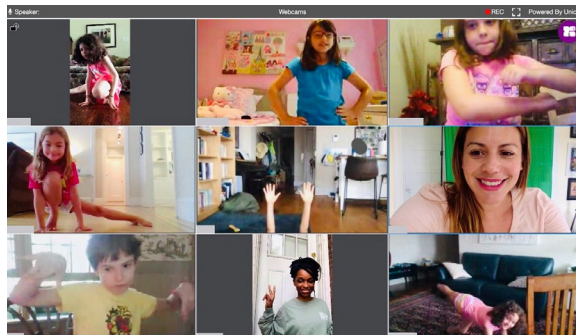


Photo Credit: YM & YWHA of Washington Heights & Inwood

*Contracts Help Provide Stability Amidst Uncertainty*

*2020 Business Law & Leadership Gala*

*2019-2020 Law Firm Appeal*

# Mission-Driven Nonprofits Provide Relief

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template agreement that RWCF can use to fiscally sponsor restaurant worker advocates who have not yet formed tax-exempt organizations and are promoting better working conditions beyond the pandemic. Says John deBary, RWCF's Founder and Board President, "Having solid legal frameworks allowed us to respond rapidly to the COVID-19 crisis in the restaurant industry and raise more than \$7 million to date to support restaurant workers."

## Combating Isolation and Memory Loss

**Case Example: Music & Memory** trains nursing home staff and other elder care professionals, as well as family caregivers, to create and provide personalized music playlists using digital audio systems. These programs enable those living with Alzheimer's, dementia, and other cognitive and physical limitations to reconnect with the world through music-triggered memories. The COVID-19 crisis hit nursing home residents particularly hard, both in fatalities and isolation from family and loved ones. A volunteer attorney from **BNY Mellon** assisted in addressing intellectual property questions regarding Music & Memory Tablet Engagement, a new training designed specifically



Photo Credit: Music & Memory

**Music & Memory introduced a new training for nursing home staff to help address residents' feelings of isolation.**

to address isolation and promote the benefits of music to inspire a renewed sense of self for participants. Justin Russo, Program Director, Music & Memory, says, "We're so grateful to our volunteer attorney for assisting us with the transition into broader services that address isolation in long-term care. With this guidance, we were able to launch our new program with no issues."

Sudden economic disruption  
has left many families and  
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and obtain groceries.

## Fighting Food Insecurity

**Case Example:** Sudden economic disruption has left many families and individuals struggling to pay bills and obtain groceries. Lawyers Alliance helped **Credit Do**, which provides middle-schoolers with community-based financial empowerment opportunities, to negotiate a memorandum of understanding (MOU) with two women that led the "On Being Human - COVID-19 Food Drive." The campaign continues to raise more than \$125,000 online to provide cash grants and vouchers for groceries for those in need. Credit Do helped screen applicants, manage volunteers and consultants, and facilitate digital payments, grocery gift and e-cards to more than 1,000 underserved Americans across 15 states. Chris Avila Hübschmann, Credit Do's Founder and CEO, says, "Despite the pandemic changing the way our world works, Lawyers Alliance responded so quickly and provided not only a solid foundation and trusted counsel, but also a sense of understanding and humanity that instilled confidence amongst the Credit Do leadership team."

If your nonprofit needs assistance with COVID-related legal issues, please visit [the Nonprofits section of our website](#). Also visit our [Coronavirus Information page](#) for resources.

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# Volunteers Negotiate Contracts and Help Provide Stability Amidst Uncertainty

Nonprofits have long coped with high demand from those in need, operating fund shortfalls, lean staffing, and the rising cost of providing services. However, no one predicted the challenges that would result from the COVID-19 disruption. Adaptability is essential. Nonprofits have had to reexamine their relationships with funders, lenders, vendors, program participants, and community partners to continue their services while maintaining their workforce. Drawing on Lawyers Alliance's experience providing legal assistance in the aftermath of 9/11 and Hurricane Sandy, we are organizing and supporting pro bono attorneys with contract and negotiating skills to help nonprofits through the current crisis and beyond.

## Legal Consultations Bring Financial Relief to Nonprofits

**Case Example:** In late March, Congress passed the Coronavirus Aid, Relief and Economic Security Act (CARES Act), which included the Paycheck Protection Program (PPP) authorizing an initial \$349 billion in potentially forgivable loans to for-profit and nonprofit organizations. Anticipating that the PPP application process would be a legal moving target, Lawyers Alliance created a portal through which nonprofits could obtain limited-scope virtual consultations with attorneys.

Firms, including **Cleary Gottlieb Steen & Hamilton LLP; Davis Polk & Wardwell LLP; Dechert LLP; DLA Piper LLP (US); Linklaters LLP; and Osler, Hoskin & Harcourt LLP**, quickly mobilized teams of volunteers to assist. Lawyers Alliance and the firms kept abreast of fast-moving changes in the law, guidance from the United States Small Business Administration (SBA) and Treasury, the addition of \$484 billion in lending authorized in April, and PPP amendments in June. They reviewed loan agreements and helped nonprofits understand complex issues related to loan eligibility, classification of employees, the impact of mergers or spinoffs on PPP, and loan acceptance.

More than a dozen clients ultimately received SBA loans. Dechert assisted **Riverdale Neighborhood House**, a settlement house in the Bronx with programs serving children, teens, families, and senior citizens, with its application. A representative says, "Riverdale Neighborhood House was able to provide a summer camp for Bronx youth thanks

to Lawyers Alliance's assistance with contracts and agreements."

Compliance with the PPP provisions unlocks loan forgiveness, and this fall our volunteers continue to provide legal information to assist with the forgiveness process.

## Program Agreement Makes Virtual Summer Camp a Reality

**Case Example:** When many parents did not feel comfortable sending their children to camp during the height of the pandemic, directors at the **YM & YWHA of Washington Heights & Inwood** (the Y), began brainstorming with their peers at the Marlene Meyerson JCC of New York and the 14th Street Y run by The Educational Alliance. This creative collaboration led to a virtual summer camp for children in grades K through 6 called "Summer in the Cloud." While the agencies had initiated discussions about the terms, lawyers were needed to memorialize the agreement.

Lawyers from **Lowenstein Sandler LLP** volunteered to prepare the program agreement and provide legal help so the Y could launch the summer program in partnership with other community centers. The Lowenstein team worked quickly and diligently to guide the organizations through the deal terms so that "Summer in the Cloud" could be launched as targeted on July 6, serving children from 20 camps across the City. Michael Fermaglich, Chief Operating Officer of the Y, says, "During a challenging time for families, our community centers wanted to be there to provide stimulating experiences for children with amazing instructors teaching activities ranging from digital comic design to martial arts to podcasting. Lawyers Alliance provided us with the necessary legal support to achieve our goals."

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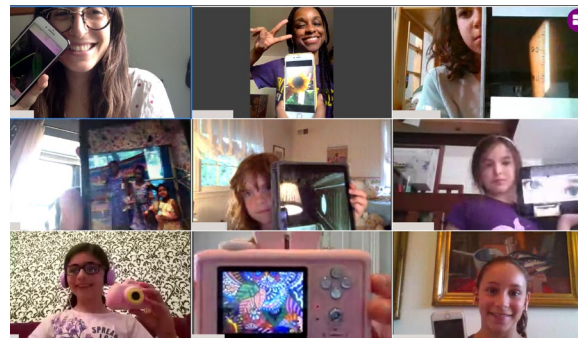


Photo Credit: YM & YWHA of Washington Heights & Inwood

No one predicted the challenges that would result from the COVID-19 disruption. Adaptability is essential.

**YM & YWHA of Washington Heights & Inwood collaborated with other organizations to create a virtual summer camp for children in grades K through 6.**



# Lawyers Alliance's First Virtual Business Law & Leadership Gala

On June 15, 2020 two hundred people gathered virtually for Lawyers Alliance for New York's annual [Business Law & Leadership Gala](#). "In just a few months, the nonprofit and legal sectors have repeatedly pivoted in creative ways, together. Lawyers Alliance celebrates this spirit, and our distinguished honorees," said **Elizabeth M. Guggenheimer**, Lawyers Alliance's Executive Director.

Guests enjoyed speeches from the honorees; a video and slideshow highlighting the work of our nonprofit clients and volunteer attorneys; an enthusiastic chat room; and a chance to toast honorees, lawyers, nonprofits, and resilient communities with special Lawyers Alliance-themed beverages.

This year's honorees were:

## **Lucy Fato, American International Group, Inc.**

Lucy Fato is Executive Vice President & General Counsel at American International Group, Inc. (AIG), a global insurance company with operations in more than 80 countries. Ms. Fato is responsible for overseeing the Global Legal, Compliance, Regulatory, Government Affairs and Public Policy groups. Prior to joining AIG, she was Managing Director, Head of the Americas & Global General Counsel of Nardello & Co.; Executive Vice President & General Counsel of S&P Global; and Deputy General Counsel & Corporate Secretary at Marsh & McLennan Companies. Ms. Fato began her legal career at Davis Polk & Wardwell where she was a partner in the firm's capital markets group.

Ms. Fato believes helping the nonprofit sector is a professional and personal responsibility. In 2019 alone, over 200 employees participated in AIG's Pro Bono Program providing over 4,400 hours of free legal and related services. She also serves on the Boards of Advocates for Children of New York, Randall's Island Park Alliance, and The Coalition for the Homeless. Lawyers Alliance is pleased to honor Lucy Fato for her dedication to pro bono legal services and support of nonprofit organizations.

## **Mark A. Steffensen, HSBC North America – USA**

Mark Steffensen is a Senior Executive Vice President and the General Counsel of HSBC North America Holdings, HSBC USA and HSBC Bank USA, where he is also responsible for the US Corporate Secretary and Public Affairs functions. He previously held various leadership roles within HSBC North America Legal, supporting the investment and commercial bank. Prior to joining HSBC, one of the world's largest banking and financial services organizations, Mr. Steffensen served as a senior attorney for Morgan Stanley's investment banking and sales and trading division, and was associated with the law firms of Davis Polk and Vedder Price. He also served as Special Counsel at the Securities and Exchange Commission, Division of Market Regulation.

Mr. Steffensen is an active proponent of the legal sector supporting the communities in which employees live and work. HSBC and its legal team uses its expertise to advise micro-entrepreneurs, prepare young people for the global job market, combat food insecurity, champion sustainability, and serve nonprofit organizations working in underserved neighborhoods. Mr. Steffensen serves on the Boards of Horizons National and The Boys and Girls Club of New Rochelle, as well as SIFMA and The Clearing House Association. Lawyers Alliance is pleased to recognize Mark Steffensen for his corporate leadership and pro bono commitment.

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**Board Chair Peter Labonski welcomed attendees to the virtual Gala.**

### Thoughtful assessment of financial reporting and fiscal best practices

#### American International Group attorney:

"One-day clinics allow our attorneys to make a big difference for nonprofits in a defined period of time."



Exponentum / Lawyers Alliance National Day of Service

**American International Group attorneys volunteered at the Exponentum® National Day of Service.**

### Supportive culture of community service and volunteerism

#### HSBC Attorney:

"Being able to work with colleagues from our legal team to improve the City and its waterways is a responsibility and honor."



Riverkeeper

**HSBC supports community service with nonprofits such as Riverkeeper.**

# Business Law & Leadership Gala

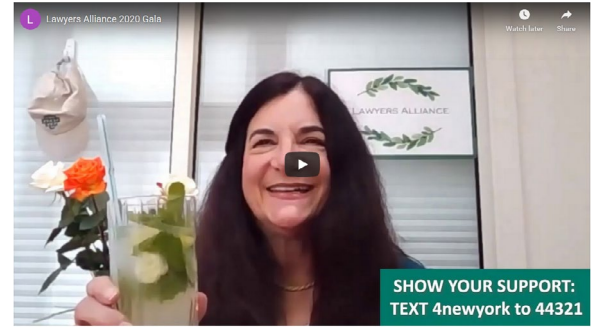
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## Mrs. Matilda Raffa Cuomo, The New York State Mentoring Program

Mrs. Matilda Raffa Cuomo has dedicated decades of service and leadership to the nonprofit sector. A former teacher, her advocacy work and volunteerism for the advancement of rights for women, children, and families has transcended local, national, and international boundaries. As First Lady of New York State from 1983 to 1995, Mrs. Cuomo chaired several education initiatives including the Decade of the Child Initiative, the Governor's Commission on Child Care, and the Citizens Task Force on the Prevention of Child Abuse and Neglect. She also led New York State in the United Nation's World Summit for Children.

In 1984, Mrs. Cuomo established The New York State Mentoring Program, the nation's first statewide one-to-one school-based mentoring program to prevent school dropout. She continued this work by founding Mentoring USA in 1995, a nonprofit child advocacy and mentoring program. In 2015, the New York State Mentoring Program was reinstated. It continues to be chaired by Mrs. Cuomo and engage volunteer mentors to provide students the tools necessary to succeed both academically and professionally. In 2017 Mrs. Cuomo was inducted into the National Women's Hall of Fame. Lawyers Alliance is proud to honor Mrs. Cuomo in 2020 for her personal and longstanding commitment to quality education and the well-being of all New Yorkers.

Lawyers Alliance especially thanks our Platinum sponsor American International Group, Inc.; and Gold sponsors Dentons; HSBC; O'Melveny & Myers LLP; Paul, Weiss, Rifkind, Wharton & Garrison LLP; and Sullivan & Cromwell LLP.



Click above to view the virtual gala on YouTube.

# Volunteers Negotiate Contracts

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## "Great Jazz on the Great Hill" Is Streamed Online

**Case Example:** Summer after summer, people of all ages have enjoyed outdoor concerts in New York City parks sponsored by **Jazzmobile**, an organization that produces free jazz programs. This year, COVID-19 social distancing restrictions meant that Jazzmobile and the Central Park Conservancy (CPC) needed to produce their annual "Great Jazz on the Great Hill" concert for streaming online. To accomplish that involved amending the terms of Jazzmobile's agreement with CPC so that it could record the concert in Central Park.

Lawyers from **Loeb & Loeb LLP** volunteered on one day's notice to review Jazzmobile's contract with CPC in order to enable the recording. Thanks

to the Loeb & Loeb volunteers and the wonderful jazz musicians, jazz lovers enjoyed "Great Jazz on the Great Hill" and the beautiful Central Park setting safely from home. Robin Bell-Stevens, Jazzmobile's Director, says, "Jazzmobile is pleased that we can always count on Lawyers Alliance for high quality pro bono legal counsel. Additional legal services open the door to prestigious firms such as Loeb & Loeb LLP. Their lawyers were easy to work with and fully knowledgeable in this ever-changing area of the law!"

To volunteer to assist nonprofits on contracts or other matters, please visit [the Lawyers section of Lawyers Alliance's website](#).

**Because of the pandemic, Jazzmobile produced one of its annual concerts for online streaming.**

Photo Credit: Jazzmobile

# 2019-2020 Law Firm Appeal Closes Strong

Lawyers Alliance is grateful to the 76 law firms that contributed to the 2019-2020 Law Firm Appeal, which ended June 30th. We raised more than \$919,000, a new record. Lawyers Alliance especially thanks co-chairs **Neil Barr** and **Michael Kaplan** of **Davis Polk & Wardwell LLP** for their

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leadership. The annual appeal helps Lawyers Alliance to offer a staff-supported pro bono program that provides critical legal and educational services to nonprofits serving low-income New Yorkers. We recognize the following firms that contributed \$1,000 or more:

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