

Business and Transactional Lawyers Help Nonprofits Serving New Americans

The City's nonprofit sector has stepped up to ensure that new Americans throughout the City have better access to information and needed services.

Immigrant communities have always played a crucial role in New York City's fabric, vitality, and success. Many immigrants and their families were hard hit by the COVID-19 pandemic, often serving as front-line workers and sometimes ineligible for relief funds. During 2022, New York City is assisting a large number of immigrants, refugees, asylum seekers, and migrants. The City's nonprofit sector has stepped up to ensure that new Americans throughout the City have better access to information and needed services. As nonprofits play an essential role in supporting immigrant communities, Lawyers Alliance and our volunteer attorneys can help by delivering pro bono legal services that strengthen these organizations.

Good Governance Improves Nonprofit Operations

To help directors, officers, and managers function effectively, Lawyers Alliance's services include preparation of bylaws, conflicts of interest policies, and other organizational documents as well as advice on best practices for board meetings and governance.

Case Example: Pro bono corporate attorneys from **Crowell & Moring LLP** drafted a document retention and destruction policy for **Yemeni American Merchants Association (YAMA)**. Founded in 2017, the organization serves Yemeni-American merchants and their families through education, business and social service support,

and civil rights advocacy. As YAMA expands its range of activities, it sought the policy to help maintain records consistent with best practices and contract obligations. Joel Feliciano, YAMA's COO, says, "The assistance we received provided added security for all those seeking services, ensuring that YAMA's data is managed from creation through destruction."

Contract and Employment Law Guidance Enhances Programming

As nonprofits work to improve their programs, the legal framework related to human resources, vendor and service agreements, and other

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Photo: ANSOB Center for Refugees

ANSOB Center for Refugees helps refugees and political asylum recipients adjust to life in the U.S.

inside



Photo: Russ Rowland for Heartbeat Opera

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relationships can be daunting. Lawyers Alliance staff and volunteers advise immigrant-serving organizations on relevant laws, contract negotiations, and risk management.

Case Example: Labor and employment lawyers from **O'Melveny & Myers LLP** volunteered to assist **ANSOB Center for Refugees** in Queens with an update to its employee handbook and a form of consultant agreement. During the past 22 years, ANSOB has helped more than 6,000 refugees and political asylum recipients from 104 countries adjust to life in the United States, by providing immigration legal services, citizenship classes, language instruction, educational counseling, social services, and job placement services. A client representative notes, "With pro bono legal assistance, ANSOB is better able to hire and manage people to carry forth our programs, including evening English language classes."

Consultation Example: Since the pandemic began, nonprofit clients such as **American Dream Charter School** (ADS) have participated in Lawyers Alliance's customized pro bono clinics and virtual consultations. Attorneys from **Linklaters LLP**, **Morgan Stanley**, **American Express**, **Goldman Sachs**, and **Sullivan & Cromwell LLP** provided

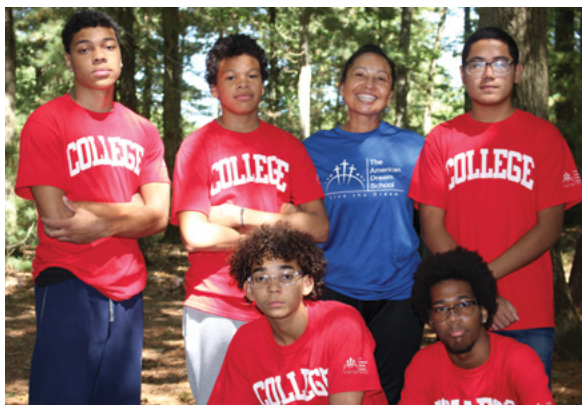


Photo: American Dream Charter School

American Dream Charter School cultivates a welcoming environment for English language learners and immigrant students.

guidance on employment, contract, and financing matters to ADS. Melissa Melkonian, Founder and Head of School, reports, "Pro bono help through Lawyers Alliance continues to be helpful to our school, which is located in the Mott Haven section of the Bronx, cultivates a welcoming environment for English language learners and immigrant students, and uses culturally-responsive instruction focusing on students' cultural experiences."

Negotiating Access to Working Capital Improves Finances

Transactional and finance lawyers bring a wealth of useful knowledge and deal skills to nonprofits that are borrowers, lenders and/or strategic partners in transactions that benefit immigrant communities, entrepreneurs, and families.

Case Example: A team of pro bono attorneys from **Latham & Watkins LLP** helped **Center for Family Life** in Sunset Park review and negotiate term sheets and the resulting loan documents for two working capital loans. The Center provides a comprehensive range of family and social services in its diverse and densely populated Brooklyn neighborhood, home to a large number of new immigrants from the Dominican Republic, Mexico, Central America, China, the Middle East, Europe, and elsewhere, seeking economic stability and better lives. The working capital loans helped the Center cover certain expenses while it sought to secure payment under its government contracts, thereby allowing the Center to continue to serve 15,000 individuals from more than 8,000 families each year. Julia Jean-Francois, Co-Executive Director, says, "The pro bono help has made a meaningful contribution to positioning our agency for success!"

These and countless other immigrant-serving nonprofits enrich New York life by bringing diverse communities and cultures together. Lawyers Alliance welcomes such organizations to contact Lawyers Alliance about legal help, and business and transactional lawyers to contact Lawyers Alliance about how to assist them.

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Together Again for the 2022 Business Law & Leadership Gala



Lawyers Alliance's Elizabeth Guggenheimer, center, with honorees Debra-Ellen Glickstein (l) and Beverly O'Toole (r)



Debra-Ellen Glickstein with Fred T. Goldberg, Jr. of Skadden, Arps, Slate, Meagher & Flom LLP



Sara Le Brusq, formerly of New American Leaders

On May 24, 2022 approximately 250 leaders from the legal, financial, and nonprofit sectors gathered at Gotham Hall for Lawyers Alliance's Business Law & Leadership Gala. Attendees celebrated lawyers, nonprofits, and thriving communities and happily greeted colleagues and friends in person.

This year's honorees were:

BEVERLY O'TOOLE *Goldman Sachs*

Beverly O'Toole is head of the Corporation Law Group, which focuses on corporate governance and related public company and corporate secretarial matters, reputational risk management and governance, treasury legal matters, including securities filings and disclosure issues, corporate engagement and political law issues. She joined Goldman Sachs in 2000 and was named managing director in 2007. Prior to joining Goldman Sachs, Ms. O'Toole served as corporate counsel at Revlon, Inc. from 1996 to 2000 and prior to that was a corporate associate at Cleary, Gottlieb, Steen & Hamilton LLP from 1993 to 1996.

Ms. O'Toole is an exceptional leader, with a distinguished legal career in private practice and at major corporations. Goldman Sachs has been a terrific partner to Lawyers Alliance with their Nonprofit Assistance Project, which launched a series of pro bono legal clinics in 2018. As a result, more than 120 volunteers have collectively helped nearly 60 organizations improve the lives of low-income New Yorkers.

Ms. O'Toole is a member of the Policy Advisory Committee and Securities Law Committee as well as a former member of the National Board of The Society for Corporate Governance. She is also a member of the Advisory Committee of the Society's New York Chapter, and previously served a term as president, among other officer roles. She serves on the Advisory Board of the John L. Weinberg Center for Corporate Governance, and was previously president of the Shareholder Relations Society. Ms. O'Toole has served on the NYSE Proxy Fee Advisory Committee, the NYSE Proxy Working Group, and the NYSE Commission on Corporate Governance.

Bruce Campbell of Warner Bros. Discovery, a past Business Law & Leadership Award honoree, and **Cannon Quigley Campbell** presented the Award to Ms. O'Toole and reminisced about their time together at college and law school. Upon accepting the Award, Ms. O'Toole spoke about her positive experiences participating in Lawyers Alliance clinics and said, "Everyone in this room can be a pro bono champion and fit these opportunities into their busy schedules, as 2,000 of our fellow attorneys do each year." She delighted the crowd with an original poem to close her remarks.

DEBRA-ELLEN GLICKSTEIN *NYC Kids RISE*

Debra-Ellen Glickstein serves as the Founding Executive Director of NYC Kids RISE, where she is leading the effort to build a first of its kind universal community-driven wealth building platform for New York City. In May, nearly every kindergartner in New York City public schools received their NYC Scholarship Account for the first time. Over the past five years, Lawyers Alliance has provided a range of legal assistance, including contract negotiations, program and sponsorship agreements, and governance matters, to support NYC Kids RISE and improve educational and asset building opportunities for New York City's youth.

Ms. Glickstein has spent more than twenty years spearheading public-private partnerships to advance community wealth building and economic justice rooted in neighborhoods. She has served as the Executive Director of NYC's Office of Financial Empowerment and the Vice President of Strategy & Program Development at the NYC Housing Authority. Ms. Glickstein is a co-founder and served as the founding Executive Director of Urban Upbound, and is a co-founder of the Urban Upbound Federal Credit Union. She first consulted Lawyers Alliance in 2004 to incorporate and secure tax-exemption for Urban Upbound.

Named a "40 Under 40 Rising Star" in NYC government and politics by City & State, Ms. Glickstein is a City Year alumna and recipient of the Comcast Alumni Leadership Award – City's Year highest alumni honor. Ms. Glickstein is a Sterling Network Fellow, a Common Future Fellow and the recipient of other honors, including a UWNYPC Power Woman Awardee and Outstanding Community Service Award to Queensbridge Houses. She earned a B.A. with honors from Wesleyan University, an M.B.A. from the NYU Stern School of Business, and an M.P.A. from the Harvard Kennedy School of Government.

Fred T. Goldberg, Jr. of Skadden, Arps, Slate, Meagher & Flom LLP, a NYC Kids RISE Board member and Treasurer and past Lawyers Alliance Cornerstone Award winner, presented the Award to Ms. Glickstein and spoke of the joy he gets from working with her and NYC Kids RISE. Upon accepting the Award, Ms. Glickstein elaborated on the work that went into creating and rolling out the NYC Scholarship Accounts, saying, "Lawyers Alliance has been a partner every step of the way, continuing to connect me and us to the most talented and most committed legal minds, without whom we wouldn't have been here."

Lawyers Alliance especially thanks the Business Law & Leadership Gala Platinum sponsors: Goldman Sachs & Co. LLC; Latham & Watkins LLP; Sullivan & Cromwell LLP; and Warner Bros. Discovery; and Gold sponsors: American International Group, Inc.; Greenberg Traurig, LLP; Sidley Austin LLP; and Skadden, Arps, Slate, Meagher & Flom LLP.

Sponsor greetings, a new video, and a program slideshow can all be viewed on our website at www.lawyersalliance.org/gala.



Lawyers Alliance Board Members Sarah Harp (l) and Christine A. Okike



Lawyers Alliance Board Member Ellen N. Ching



Beverly O'Toole, center, with Cannon Quigley Campbell and Bruce Campbell

— SAVE THE DATE —

2023

BUSINESS LAW & LEADERSHIP GALA

TUESDAY, JUNE 6, 2023

Arts Groups Strengthen and Connect Communities

Over the past few years, community-based and other nonprofit arts groups serving low-income New Yorkers have brought together people and neighborhoods. Lawyers Alliance is pleased to provide quality legal services to these groups as they champion the arts, promote a sense of energy and neighborhood involvement, and support social justice.

Anchoring the Community

Arts organizations foster community pride by showcasing local artists and performers and bringing neighbors together for hands-on programming.

Case Example: BxArts Factory connects artists and the Bronx community, making art accessible and a means of personal expression and social justice. BxArts Factory collaborates with artists, parks, and small businesses to bring art to the public. The organization also offers programs that teach parents how to create art with their children and empower participants as community partners. These programs were especially meaningful during the pandemic, helping maintain emotional health and ties to the community. BxArts Factory needed its own studio space for these programs. Volunteers from **Milbank LLP** helped negotiate and review a lease for a studio, ensuring that the final document reflected BxArts Factory's needs, including ventilation maintenance in compliance with COVID-19 guidelines.

Breaking Barriers

Many community-based arts organizations seek to broaden access to arts by connecting with underserved populations, providing free or low-cost artistic experiences, and using traditional art forms to address contemporary social issues.

Case Example: Heartbeat Opera makes opera inclusive and socially conscious by reinterpreting classic operas through contemporary eyes, adapting the concept, libretto, and orchestration. Heartbeat also makes opera accessible to first-time theater-goers and people from diverse backgrounds. Recently, Heartbeat produced an online adaptation of Beethoven's 200-year-old opera, *Fidelio*, the story of a woman's search for her unjustly imprisoned husband. Set in our time, members of six different men's prison choruses appeared in the production. Volunteers from **Davis & Gilbert LLP** assisted Heartbeat with the negotiation of a collaboration agreement among three individuals responsible for adapting the story, book, and music. Heartbeat intends to use this

agreement as a template for future productions. Jacob Ashworth, Artistic Director, says, "We're so grateful to have had the professional help to make sure we are on solid ground with our collaborators when it comes to sharing intellectual property."

Nurturing Talent

Community arts groups grow the next generation of talent by exhibiting or producing their work in the community or providing grants or direct financial support.

Case Example: Teachers & Writers Collaborative (T&W) increases access to the literary arts through creative writing programs for youth and seniors, as well as an annual statewide poetry recitation contest, and training and other resources for teachers. When asked to fiscally sponsor a poet so that she could obtain a grant from New York State Council on the Arts, T&W received help from a **Davis Polk & Wardwell LLP** volunteer who drafted the agreement and also prepared a Board resolution approving the fiscal sponsorship. The poet's project includes poems encouraging readers to refocus attention from technology-driven media to social and environmental issues. "Lawyers Alliance was able to connect us to a wonderful volunteer, who went above and beyond to provide the legal support we needed," says T&W's Executive Director, Asari Beale.

Arts nonprofits provide an inspiring source of connection and community-building. If your nonprofit needs legal assistance, please contact our new Staff Attorney Jonal Hendrickson at jhendrickson@lawyersalliance.org. We thank Judith Moldover for launching and building the community arts program area and wish her well on her recent retirement from Lawyers Alliance. We also thank Elizabeth Wytock for assisting during her 2021-22 fellowship year and as Staff Attorney this fall.



Photo: Teachers & Writers Collaborative

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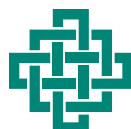
Teachers & Writers Collaborative increases access to literary arts for youth and seniors.

2021-2022 Law Firm Appeal Sets New Record

The 2021-2022 record-breaking Law Firm Appeal raised more than \$940,000 from 76 participating law firms. Lawyers Alliance applauds the outstanding Co-Chairs of the Appeal, **Bradley J. Butwin** and **Daniel S. Shamah** of **O'Melveny & Myers LLP**, for their leadership. This annual appeal helps Lawyers Alliance

provide legal services and educational resources that strengthen nonprofits and communities. We thank the Co-Chairs and the following firms that contributed \$1,000 or more to the Law Firm Appeal running July 2021 through June 2022:

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