



Season's Greetings!

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*Wishing you peace and joy
this holiday season and in the New Year!*

December 2020 Newsletter

Dear Colleagues,

Nonprofits working in our communities have met this past year's challenges with resilience and commitment. Client conversations have inspired us and informed areas of focus in our practice:

- After a long year of introspection and dialogue, nonprofits are striving to **embed diversity and inclusion** within their organizational structures. Governance tools, including a diversity bylaw, a strong and inclusive nominating process, annual board orientation and training, and a mentoring program for new directors, can help build and perpetuate a strong, diverse and inclusive board culture. Our recent *Community InRoads' Cultural Inclusion Session* presentation focused on fiduciary roles and responsibilities and creating a board culture of diversity and inclusivity and is available [here](#).
- In the uncertainty of the moment, financial challenges often drive decision making, even for nonprofits with decades of

service. **Furthering historic mission and legacy** are important touchstones when considering change; whether program consolidation, external collaboration, mergers, acquisition, or dissolution. For MA charitable corporations, the primary expression of mission is found in exempt purposes stated in an organization's Articles of Organization (as amended) and can be found by searching on the Secretary of the Commonwealth's Corporations Division website: <https://www.sec.state.ma.us/cor/coridx.htm>

- As employers, **nonprofits value and seek to support staff** while operating in a thicket of law and regulation complicated immeasurably by Covid-19 emergency orders, benefits and leave programs. Our [resource](#) library contains guidance for nonprofit employers and our attorneys are available to help demystify, educate and counsel clients in navigating the thicket and managing their workforce.

Announcements

- Please join us in welcoming **Attorney Ann Marie Noonan**, a new member of our team!

Anne Marie joined us in November after years of service with the City of Boston where she served as Director of Labor Relations. An employment and labor attorney, she advises clients in areas including state and federal leave, anti-discrimination, and wage and hour law. She has extensive negotiation experience representing clients unfair labor proceedings, contract disputes and difficult employee discipline and transition matters and also helps employers develop workplace policies and handbooks. Ann Marie frequently trains managers and employees on the application of employment laws.

- Please be advised that our office will be closed for the holidays beginning **December 24th**. We will reopen again on **Monday, January 4th**.

Thank you for the pleasure of working with you!

Liz Reinhardt and Team