

Corporate Governance and Compliance Training North Reading Public Schools Support Organizations

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Disclaimer

- □ Purpose: To provide fundamental training for current or prospective Board members wishing to serve on a not for profit board.
- □ **Disclaimer**: The information in this presentation is meant for educational purposes only and not intended or offered as legal advice.

Agenda

- □ NPO
- □ Governance
 - Roles
 - Procedures & Policies
 - Legal Duty
 - Liability and Protections
- □ Compliance
 - State & Federal
 - IRS Revocation
 - Online Fundraising



General Characteristics:

- 1. Exempt purpose
- Organized and operated exclusively for one or more exempt purposes
- 3. No private inurnment
- 4. Restrictions on political activities (limited lobbying and campaign work)

OTHER TERMS DESCRIBING AN NPO

- Nonprofit organization
- Charitable organization
- □ 501(c)(3) or Section 501(c)(3) organization
- Covered by 501(c)(3)



IRC § 501(a) AND 501(C)(3)

- □ IRC Section 501(a): Exemption from Taxation: An organization described in subsection (c) . . . shall be exempt from taxation under this subtitle
- □ IRC Section 501(c)(3): Corporations *organized* AND *operated exclusively* for religious, charitable, scientific, testing for public safety, literary, or educational purposes, or to foster national or international amateur sports competition (but only if no part of its activities involve the provision of athletic facilities or equipment), or for the prevention of cruelty to children or animals...

WHY ARE NPO'S EXEMPT?

- Government acknowledgement that:
 - NPOs relieve govt. of obligation to deliver certain charitable services
 - Viability of many NPOs would be threatened if taxed
- □ Religious organizations separation of church and state
- Educational organizations government wants to support schools and other training opportunities
- Charitable organizations government wants to promote health, relief of poor, distressed, housing, arts & literacy

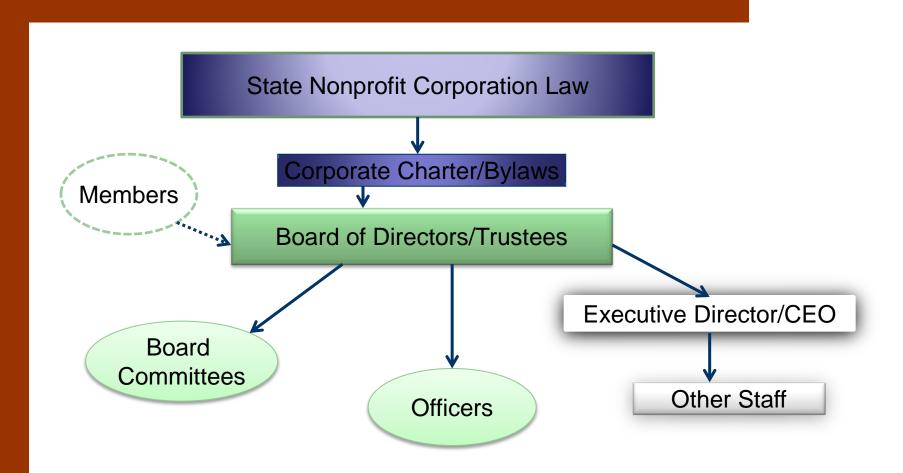
NPO BENEFITS

- No obligation to pay federal income taxes because exempt under Section 501(c)(3) of the Internal Revenue Code
- Enhances eligibility for private, state and federal grants
- Real estate exemption
- Sales tax exemption
- Donations are tax deductible

NPO Obligations:

- In return for tax exemption, NPO agrees to follow government guidelines
 - Limitations on lobbying/political activity
- Board of Directors is the NPO's governing body ultimately held accountable

Governance - Role



Governance – Role

- Member/Board/Officers = Head
- 2. Staff = *Hands*
- 3. Volunteers/Clients = *Heart*
- 4. Working as a Team = *Health*

Governance – Roles

Members:

Member Corp

- Members act as shareholders
- Members elect directors
- Bylaws set out who is member, when and how directors are elected

Nonmember Corp

- Directors elect or reelect directors
- Bylaws set out when and how directors elect board.



Governance – Roles

Board Selection:

- Qualifications
- □ Size
- □ Term limits/fixed/staggered
- Relationships among directors
- □ Independence
 - No compensation as employee or officer
 - Review related transactions

Governance – Roles

Officers:

- Elected by the Board
- Serve at the pleasure of the Board
- Election/role/removal etc. governed by organizing documents
- Carry out the directives of the Board
- □ Do not vote



Governance - Roles

Role of Board

- Adopts and updates policy
- Develops vision/strategy
- Selects and evaluates
 ED
- Approves & monitors budget
- Advocacy & fundraising

Role of ED

- Enact policy and formulates procedures
- Carries out vision/strategy
- ✓ Hires & manages staff
- Proposes & work within budget
- Advocacy & fundraising

Board Guidelines:

- Govern as a board
- Communicate through ED and not staff
- Show up and pay attention
- □ Act as ambassador to public
- □ Adhere to legal duty
- □ Be familiar with mission, organizing documents, and policies

Duty of Care and Loyalty

A Director must exercise duties with same care as an ordinarily prudent person in a similar position with respect to a similar organization.

A Director must perform duties in good faith and in a manner reasonably believed to be in the best interests of the organization.

Duty of Care Includes:

- Attendance at Board and committee meetings
- Request and review entity information
- Understand financial statements
- Vote independently
- Voice opinion
- ✓ Directors <u>may</u> rely on certain information provided by ED/staff such as opinions, audits, financial statements

Duty of Loyalty Include:

- Prohibits acting in self-interest
- Management of conflicts of interest
 - Any conflict in which a director or related party of director has a financial interest
 - Conflicts are not prohibited but need to follow policy as subject to scrutiny

Third Duty – Duty of Obedience:

- Not specifically imposed in MA but applies in other states
- Requires directors to ensure that NPO's resources are used in manner consistent with its purpose and the NPO doesn't engage in unauthorized activities.
- Be careful of restricted gifts
- □ Know your purpose

Board Guidelines:

- Govern as a board
- Communicate through ED and not staff
- Show up and pay attention
- Act as ambassador to public
- □ Adhere to legal duty
- □ Be familiar with mission, organizing documents, and policies



Governing Instruments:

- Articles of Organization
 - Provides purpose
 - Describes rights and powers
- □ Bylaws
 - House rules
 - Describes roles and rules

Articles:

- Art I Name
- Art II PURPOSE
- Art III Members
- Art IV Powers
- Art V Bylaws/Officers
- Art VI Nonpermanent information (address, Directors/Officers/Fiscal Year/Resident Agent

See Tab 11 for example Articles of Organization

Articles - PURPOSE

- Operating and Organized exclusively for charitable/educational purpose
- Role of Board: Ensures activities, programs and services are aligned with purpose and are effective.

Bylaws:

- In-House Rules and Regulations
- Define governance policies and guidelines:
 - Size and qualifications of Board
 - Election of Board members (removal rights and term limits)
 - Defines committees
 - Board meeting notice, attendance, requirements, quorum
 - Officer duties and powers; terms and term limits
 - Bylaws amendment process

Bylaws:

- Guidance on election of Officers
- Determines roles and duties
- □ Required Officers:
 - Chair/President
 - Treasurer
 - Clerk

Office of President:

- Elected by the Board
- A pivotal role
- Works with ED/Senior Staff
- Facilitates board meetings
- Holds Board members accountable
- Serves at the pleasure of the Board

Office of Treasurer/Clerk:

- □ Treasurer: Keeps or oversees financial records keeps Board up to date on financial status
- □ Clerk/Secretary: Ensures effective record management maintains minutes (usually minute taker) keeps & corporate documents

Committees:

- Executive
- □ Audit
- Compensation
- Nominating Fundraising
- Marketing
- □ Finance (investments)
- Other "Special", "Temporary" or "Ad Hoc"
 Committees

Articles/Bylaw - Guiding Principles:

- 1. Keep Simple
- 2. Keep Current
- 3. Keep Amendments

Review Bylaw Checklist (Tab 10) each year

Policies:

- ☑ Conflict of Interest
- ☑ Whistleblower
- ☑ Document Retention
- □ Joint Venture

- □ Affiliate Procedures
- □ Gift Acceptance
- □ Privacy Policy
- □ CORI Policy
- □ Investment Policy

Conflict of Interest Policy:

- Disclosure of any transaction in which a director has a personal interest
- □ Recusal of interested director
- □ Determination by other directors (transaction is fair and as favorable as with third party)
- □ IRS imposes penalties for improper benefit to directors

Whistleblower Policy:

- Encourages reporting of unethical or illegal conduct
- Assures protection to whistleblower from retaliation
- Provides procedure for investigating reports.

Document Retention Policy:

- Provides guidelines for retention
- Prohibits destruction while investigation or legal action is pending

Joint Venture Policy:

 Provides safeguards to ensure that collaboration furthers charitable mission

Affiliate Policy:

 Includes procedures that ensure affiliates adhere to policies of main NPO

Gift Acceptance Policy:

- Governs restricted gifts
- □ Provides guidance re non-cash contributions (i.e. real estate, art, cars)



Privacy Policy:

- Procedures to safeguard personal information
- No sharing of donor information w/o permission
- Inform donors/visitors to website what information is collected and how it is used.

CORI Policy:

□ Policy required if conduct 5+ searches annually

Governance – Policy and Procedure

Investment Policy:

- Required for long-term investments
- Establishes investment objectives
- May restrict certain investments
- Uniform Prudent Management of Institutional Funds Act (MGL 180A)
 - Guidelines for investing and spending funds
 - Must invest in "good faith"
 - Board may delegate but must review periodically

Governance – Director Liability

Liability for:

- □ Breach of duties of care/loyalty/obedience
- Knowing participation in wrongful acts
- □ Acts of the NPO

Statutory Amnesty:

- MA law allows NPOs to limit liability of directors in law suits brought by NPO itself or on its behalf
- MA SOS recommends language to be included in Articles of Incorporation

Statutory Amnesty Language:

"No director or officer shall be personally liable to the corporation for monetary damages for breach of fiduciary duty as a director or officer, notwithstanding any provision of law imposing such liability; provided, however, that the liability of a director or officer, to the extent that such liability is imposed by applicable law, shall not be eliminated (i) for any breach of the director's or officers duty of loyalty to the corporation; (ii) for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law; or (iii) for any transaction from which the director or officer derived an improper personal benefit."

Charitable Immunity Laws:

- MA Nonprofit Charitable Immunity
- MA Director/Officer Immunity
- □ Federal Volunteer Protection Act



MA Nonprofit Charitable Immunity:

Maximum recovery is capped at \$20,000 (MGL § 85(k))

Exclusions:

- Defense costs
- Liability under federal law
- Activities not directly related to exempt purpose
- Contract law claim
- Others

MA Director Immunity:

Exclusions:

- Defense costs
- Federal laws
- Contract law claims
- Claims arising out of the use of an automobile
- Acts of willful or wanton misconduct
- If Directors are compensated
- Others

Federal Volunteer Protection Act:

- □ 42 US Code §14501 et seq.
- Overrides state laws that are inconsistent with the Act
- Does not preempt state laws providing additional protection from liability

Federal Volunteer Protection Act:

Provides immunity from liability for negligence of volunteers serving nonprofit or govt. entity if:

- 1. Volunteer acting within scope of her responsibilities
- 2. Volunteer was properly licenses, certified or authorized to act
- Harm was not caused by willful criminal or reckless misconduct or gross negligence
- 4. Harm not caused by volunteer operating a motor vehicle, vessel, or aircraft
- 5. Volunteer's misconduct was not a crime of violence, hate crime, sexual offense, or violation of civil rights
- 6. Volunteer not under influence of alcohol or drugs

Federal Volunteer Protection Act:

Additional Exclusions

- Defense costs
- 2) Violation of certain Federal laws
- 3) Contract law claims
- 4) Directors and Officers if compensated
- 5) Others

Indemnification:

- NPO can indemnify directors
- NPO pay for cost of defense and cost of legal judgment and fees
- Indemnification language should be in bylaws
- Indemnification is only good if NPO can pay

Director and Officer Insurance (D&O):

- Best protection
- □ D&O reimburses director's liability to NPO or outside party (if not indemnified) AND funds NPO's indemnity obligations if director is indemnified
- D&O typically has certain exclusions (doesn't cover punitive claims, where director realized profit, etc.)
- Some umbrella policies include but typically an additional fee

Additional Insurance Protection:

- General liability
- □ Property coverage
- Worker's compensation
- □ Auto
- □ Fidelity Insurance
- Volunteer accident coverage
- □ Special coverage such as sexual abuse or defamation

Governance Homework

- ☐ Review Articles of Organization
- ☐ Review Bylaws
- ☐ Memorize NPO's purpose
- ☐ Assess policies in place and policies needed
- ☐ Review indemnity provisions
- ☐ Review insurance policies (and exceptions)

Governance Homework

Board Manual

Include the following:

- Purpose
- □ Articles
- □ Bylaws
- Policies
- □ AGO Board Guidelines

Compliance – Oversight Bodies

- State government grants legal existence
- Federal government grants tax exemption

STATE FEDERAL

- Registration
- Licenses
- Limit political activities
- Sales/use tax
- Dissolution
- Annual reporting

- Excise tax for PF
- Limits political activities
- Limits UBIT
- Annual reporting

Compliance – MA Initial Filings

- □ Secretary of Commonwealth (SOS)
 - ☑ Initial registration by submitting Articles
- ☐ Attorney General, Div. of Public Charities (AGO)
 - ☑ Initial registration (Articles and Bylaws)
 - ☑ Certificate of solicitation
- ☐ Dept. of Revenue
 - ☑ Form TA1 for sales tax exemption
- ☐ City/Municipality
 - ☑ Form 2ABC property tax exemption



Compliance – MA Annual Filings SOS

SOS Annual Report:

http://www.sec.state.ma.us/cor/corpweb/cornp/npfrm.htm

Corporations Division

William Francis Galvin, Secretary of the Commonwealth Home | Search | Index | Feedback | Contact Related pages: **Non-Profit Corporation Forms** All corporations organized in the Commonwealth of Massachusetts as a not for profit **File Corporations Online** corporation shall be subject to the following information. Use an attachment form for Search the information that would otherwise not fit on the form you're filing. Please note the form Corporate Database that the attachment sheet is in reference to on the attachment sheet. File Uniform Commercial All the following forms are fillable PDF files that require Adobe Acrobat Reader for Code (UCC) Online viewing. File sizes range from 60 KB to 250 KB Search the UCC Database Back to: A non-profit corporation shall organize for a non-profit purpose Corporations consistent by filing articles of organization with the Corporations Division Home Division. M.G.L.A. c180 § 4 (1971); 950 CMR 106.03. Secretary of the Commonwealth Ho nual Report commonwealth must file a non-profit annual report with the Corporations Division on or before November 1st of each year.

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M.G.L.A. c180 § 26A (1933); 950 CMR § 106.13.



Compliance – MA Annual Filings SOS

SOS Annual Report:

- □ Every non-profit corporation organized under the laws of the Commonwealth must file a non-profit annual report with the Corporations Division on or before November 1st of each year. (M.G.L.A. c180 § 26A (1933); 950 CMR § 106.13)
- Required for Good Standing Certificate
- □ In good standing? Search:

http://corp.sec.state.ma.us/corpweb/corpsearch/CorpSearch.aspx

Compliance – MA Annual Filings AGO

AGO Annual Report:

http://www.mass.gov/ago/doing-business-in-massachusetts/public-charities-or-not-for-profits/forms/form-pc-and-instructions.html





Compliance – MA Annual Filings AGO

AGO Annual Report:

- MA law requires all "public charities" operating in MA to register and file annual reports with the AGO Non-Profit Organizations/Public Charities Division
- Requires Annual Form PC
- □ In good standing? Search the AGO Public Charities Annual Filing Website:

http://www.charities.ago.state.ma.us/

 AGO also publishes lists of Non-Compliant and De-Activated Public Charities



Compliance – MA Annual Filings AGO

AGO Annual Report:

Non-Compliant and De-Activated Public Charities

http://www.mass.gov/ago/doing-business-in-massachusetts/public-charities-or-not-for-profits/public-charities-annual-filings/notice-of-non-compliant-and-de-activated.html

Notice of Non-compliant Public Charities

The public charities listed below have failed to comply with one or more of the provisions of Chapter 12 or Chapter 68 and are believed to 8ll ble active in Meas-achusetts. Members of the public may want to consider a charity's lack compliance when dealing with, or contributing to, any charity that appears on this list. Any organizations appearing on this list should contact the Division at (617) 727-2200, od. 21011 to resolve its status.

This list is not all inclusive; failure to appear on this list does not mean that a public charity is in compliance with its registration and reporting requirements. For confirmation of compliance, please contact the Attorney General's Office at (617) 727-2200, ext. 2101.

Download and view

- List of Non-compliant Charities (Excel)
- List of Non-compliant Charities (PDF)

Notice of De-activated Public Charities

The public charities listed below have falled to comply with the provisions of Chapters 12 and are believed to no longer be operating in Massachusetts. After repeated attempts to contact these organizations, the Division has deemed them "de-activated." [De-activation is a term used solely for the purposes of the Division; it is not a substitute for statutory dissolution and does not affect or limit the rights or obligations of the public charity or third parties.] Members of the public are encouraged to contact the Division at they have reason to believe that any public charity on this list is still active in the Commonwealth. In addition, members of the public may want to consider a public charity is lack of compliance when dealing with, or contributing to, any charity that appears on this list. Any organizations appearing on this list should contact the Division at (6.77) 727-2200, oxt. 2101, to resolve its status.

This list is not all inclusive; failure to appear on this list does not mean that a public charity is active or in compliance with its registration and reporting obligations. For confirmation of compliance please contact the Attorney General's Office at (617) 727-2200, ext. 2101.

Download and view

- List of De-activated Charities (Excel)
- List of De-activated Charities (PDF)

Compliance – MA Annual Filings

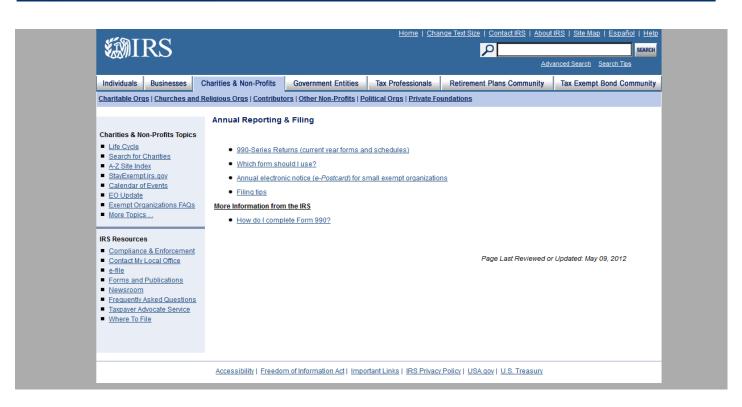
AGO Annual Reports:

- Chapter 165 and Act Further Regulating MA Public Charities
- Increased penalties for failure to file the annual Form PC or for failing to make the initial registration with AGO
 - Must respond within 30 of notice from AGO.
 - Civil penalties up to \$50 a day up to a max of \$10K.
 - MAY BE ASSESSED AGAINST RESPONSIBLE OFFICER OR AGENT.



Compliance – Federal Annual Filings Form 990

http://www.irs.gov/charities/article/0,,id=256974,00.html





Compliance – Federal Annual Filings Form 990

Form 990 Forms:

Status	Form
Gross receipts normally ≤ \$50,000 Note: Organizations <u>eligible</u> to file the e-Postcard <u>may choose to file a full return</u>	<u>990-N</u>
Gross receipts < \$200,000, and Total assets < \$500,000	990-EZ or 990
Gross receipts ≥ \$200,000, or Total assets ≥ \$500,000	<u>990</u>
Private foundation - regardless of financial status	<u>990-PF</u>



Auto-Revocation:

- □ As of January 2012 more than 385,000 nonprofits have had their tax-exempt status revoked
- Only small percent of original group have applied for reinstatement
- □ Guidestar reports that majority (approx 75%) of 501(c)(3)s revoked have income \$25K or less



Pension Protection Act of 2006 (PPA)

Pub. L. No. 109-280, 120 Stat. 780, §1223 (2006)

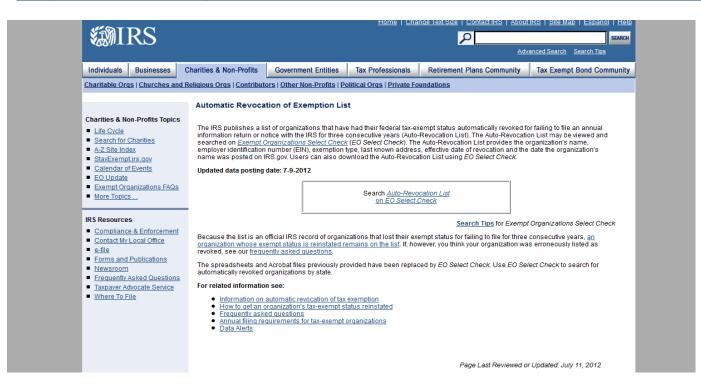
- □ Requires filing for organizations not previously required to file an annual information return §6033(i)
- □ Loss of exemption by operation of law for organizations that fail to file a required return or notice for 3 years §6033(j)



How do you know if your organization's status has been revoked?

- □ IRS lists on website updated monthly.
 - □IRS Select Check
- □ IRS sends letter to last known address.

http://www.irs.gov/charities/article/0,,id=240099,00.html/



And there is more....

- NPO no longer listed on IRS Publication 78, which is the official list of organizations eligible to receive tax-deductible charitable contributions
- Donors will not be able to receive a tax deduction for their gifts to NPO after revocation date
- Most private foundations/government agencies are unlikely to give grants to NPOs that are not tax-exempt

What does it mean that a nonprofit's taxexempt status has been revoked?

- □ NPO will no longer be exempt from federal income tax and must pay corporate income tax on annual revenue.
- □ NPO may be subject to back taxes and penalties for failure to pay corporate income tax as of the effective date of revocation.
- May impact state tax-exempt status and impact state exemptions for income tax, property tax, and sales/use tax (depend on federal exemption).



Charitable Solicitation:

- □ Defined very broadly under MA statute: "Solicitation" is "any direct or indirect request for a contribution on the representation that such contribution will be used in whole or in part for a charitable purpose."
- □ The statute specifically includes "any written or otherwise recorded or published request that is ... circulated, distributed, posted in a public place, or advertised or communicated by press, telegraph, television or other media."
- Solicitation of charitable contributions can be carried out by personal meetings, direct mail, e-mail, telephone calls and over the internet.



Certificate of Solicitation:

- □ Before raising funds obtain a Certificate of Solicitation from the AGO (File Schedule A-1 and A-2 of Form PC)
- No renewal but financial reports due annually
- Special rules for games of chance (including raffles)
- Exemptions for volunteer NPOs that either:
 - (1) receive \$5,000 or less from the public, or
 - (2) receive contributions from ten or less persons.

Professional Fundraisers:

Additional registration requirements for:

- professional solicitors (retained by NPO to solicit contributions for charitable purposes);
- fundraising counsel (retained by NPO to plan, conduct, manage, or advise the NPO's in connection with the solicitation of contributions, but who actually solicits no contributions); and
- commercial co-venturers (for-profit entities that conduct or sponsor a performance, event or sale to the public of a good or service which is advertised in conjunction with the name of NPO).

Commercial Co-Venture:

- "cause related marketing"
- use charity's name to sell products or services and make charitable donation based on the sales
- □ regulated in over 20 states including MA



Commercial Co-Ventures in MA:

- MA requires that any co-venture must be
 - 1) in writing;
 - 2) signed by two officers of the NPO, and
 - 3) filed with AGO (Div. of Public Charities) within 10 days after such contract is entered into.
- No solicitation to be conducted prior to the filing of contract with AGO.
- Must include charitable purpose statement and minimum percentage of gross receipts to be used exclusively for charitable purposes.

Online Fundraising

- In four states (NY, PA, NJ, FL) "Donate Now" button triggers registration requirement.
- Triggers:
 - specifically target individuals in particular state
 - receive contributions from a state on repeated basis
 - substantial basis from website.
- □ Website, email, twitter, phone solicitation can trigger requirement to register.



URS (Unified Registration Statement):

- □ The URS is a reporting form designed for NPOs registered in numerous states.
- MA accepts the URS from NPOs based in other states for an initial registration.
- NPOs based in MA may not use the URS at all.
- www.multistatefiling.com

Compliance Homework

- ☐ Search MA SOS Corporate Database
- ☐ Search MA AGO for Public Charities
- ☐ Search MA AGO Non-Compliant / De-Activated List
- ☐ Search IRS Exempt Organizations Select Check List
- ☐ Review NPO Form 990 history and filing dates
- □ Review Fundraising Protocol/ Registration Requirements

INDIVIDUAL BOARD MEMBER TOP 10:

- 1. Show up
- 2. Speak up
- 3. Follow up
- 4. Know your Purpose
- 5. Review your Bylaws
- 6. Study the numbers (even if they are scary)
- Join a committee and do the work
- 8. Be attentive outside Board meetings
- 9. Govern with the group
- 10. Share your passion.