



## Cadwalader's Not-for-Profit Incubator

In 2017, 15-year-old Rohan Levy lost his life to a stray bullet during a drive-by shooting near his home in Brooklyn, New York. Since then, his mother Nadine Sylvester has made it her personal mission to end gun violence by raising funds to provide educational scholarships to at-risk youth in the community. Cadwalader, Wickersham & Taft helped Nadine expand her vision by forming the Rohan Levy Foundation.

Over the past 10 years, Cadwalader's Not-for-Profit Incubator has incorporated and obtained tax exemption for nearly 300 organizations, whose missions include combatting poverty and recidivism, promoting the arts in disadvantaged communities, and advocating for women's rights. The Incubator takes these organizations from concept to reality, working hand-in-hand with clients to prepare formation documents and all required legal paperwork for the IRS and state agencies. Cadwalader also foots the bill for filing fees and other expenses associated with the start-up process.

"We wanted to clear the path for these organizations to get out there and help the community," says Jason Schwartz, a Cadwalader Tax partner based in the firm's Washington, DC office.

Jason supervises the Incubator with Linda Swartz, Chair of the firm's Tax department; Danielle Katz, an associate in its Capital Markets department; and Ellie Halfacre, a paralegal who is dedicated full-time to the program.

Danielle added: "I can't think of a better way for us to give back to the community than to combine our transactional expertise with the firm's commitment to pro bono work."

According to Jason and Danielle, much of the Incubator's value-add comes from its team members' willingness to listen.

"Our job, first and foremost, is to understand [our clients'] goals," notes Danielle, "so that we can move them through the process as efficiently as possible and get them started on improving the world."

Notwithstanding the Incubator's success to-date, Jason and Danielle plan to continue to grow the program.

"The next step," says Jason, "is to partner with our for-profit clients—banks, asset managers, and other financial institutions. With a larger team, we can service even more nonprofit clients."

## Making a Difference



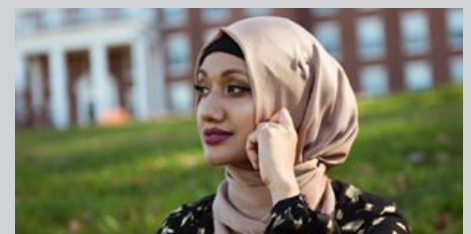
### The Rohan Levy Foundation

Nadine Sylvester had already awarded two scholarships to students at her late son's Brooklyn, NY high school, when supporters – her sister at the forefront – convinced her it was time to establish a foundation in his name.

Nadine described the formation of both scholarships soon after his death as a way of "coping with the loss of my son."

Driven by a deep need to continue investing in the future potential of young men within her community, Nadine envisioned a permanent platform to honor Rohan by

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### World Hijab Day

Nazma Khan, founder of "World Hijab Day" (WHD), and her team of lawyers from the Incubator began working together in 2017 – but her journey began long before.

As an immigrant from Bangladesh who moved to the U.S. with her family as a child, Nazma had suffered years of bullying and bigotry for head-covering while in school and within her community. She

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## World Hijab Day (continued)

acknowledges these still-raw memories as fueling her passion to generate greater respect and understanding of the Muslim religion.

She had the idea for a designated day annually when women of all faiths would be encouraged to wear the hijab in solidarity with Muslim women worldwide – an opportunity for others to have the visceral experience of head-covering, if only for a day.



Women from different religious backgrounds participating in World Hijab Day on February 1st.

As an initial step, she created a simple Facebook page that introduced the concept of WHD, inviting women anywhere and everywhere to participate and setting its inaugural date for February 1, 2013.

Within one week, thousands of followers had joined the page and within two years, “World Hijab Day” had blossomed into a truly global platform, drawing support from thousands of women and men – including political leaders around the world – and millions of Facebook fans, representing more than 100 countries as diverse as India, Ireland, Chile, Lebanon and Nigeria.

As witness to this groundswell from around the globe, Nazma felt strongly that the organization was ready to evolve into something even greater.

“I knew WHD would have more potential if it became a non-profit,” she said. “But I knew nothing about the process.”

After one of WHD’s volunteers posted to a legal forum that the organization sought pro bono counsel, Cadwalader soon agreed to take the case.

One game-changing result of having a 501(c)(3) non-profit status, Nazma said, is being able to apply for grants to help fund forward-looking initiatives, such as its recent Corporate Anti-Islamophobia Program.

“It took Cadwalader just 10 seconds to realize my potential,” she said. “They took my hand and walked me through every step, going above and beyond to help WHD progress even further.”

## The Rohan Levy Foundation (continued)

“encouraging young men of color to continue to aspire to educational goals” through a multi-faceted outreach program.

She soon shared these plans with a close friend who is employed by Cadwalader, and was promptly introduced to the Not-for-Profit Incubator program.

“I already had the mental blueprint for what I wanted to do,” she said. “I asked myself, ‘how do I build a program around these young men so that they do really well in college, and come back to the community?’”

Nadine and her team of Cadwalader lawyers first met in January 2018 — the Rohan Levy Foundation was incorporated the very next month and achieved tax exemption later that spring.

Since then, the foundation has fought to end gun violence by awarding scholarships, establishing a youth leadership academy and increasing local political advocacy for greater future impact.

“The Foundation is a way of giving back; it’s a vehicle for getting the resources that are missing from the community – into the community,” she said.

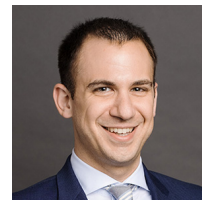


“Youth Over Guns” March across the Brooklyn Bridge (NY) in 2018

## Pro Bono @Cadwalader

The Not-for-Profit Incubator is part of Cadwalader’s larger pro bono and public service initiative that commits to using the resources of the firm to make a difference in local communities and in the lives of people who could not otherwise afford legal representation. To view its annual pro bono report, “Making a Mark on Our Communities,” please visit: [www.cadwalader.com/about/pro-bono-public-service](http://www.cadwalader.com/about/pro-bono-public-service)

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