



Jennifer A. Gniady

Partner and Chair, Religious, Educational & Nonprofit Organizations

jgniady@stradley.com

Washington, DC: 202.419.8436

Jennifer Gniady advises nonprofit organizations on how to respond to risks, solve problems and plan for the future. Her clients include charities, religious organizations, associations, schools and organizations promoting the arts, media, science and technology. Jennifer chairs the firm's religious, educational and nonprofit organizations practice, bringing together lawyers across a broad range of legal disciplines to serve these unique clients.

Jennifer advises nonprofit organizations on a combination of governance issues, tax compliance and routine business matters at every stage of their development. Her practice is defined by accompanying organizations to meet them where they are in their life cycle. From there, Jennifer strives to ensure legal decisions reflect the mission and respect the character of the organization.

She provides assistance navigating the complexities of tax-exemption regulatory compliance, including through in-depth board training on topics such as political activities, lobbying and fundraising. Clients rely on Jennifer's extensive background when responding to inquiries from federal, state and local charitable regulators, and her practical advice for managing litigation. In addition, she regularly participates in initiatives to improve the regulation and administration of tax-exempt organizations and has unique experience with group exemption rulings and determinations for both religious and secular nonprofit organizations.

Combining her experience in tax and corporate law, Jennifer helps organizations as they work through significant and complex restructuring projects. She frequently develops and refines corporate structures to best preserve operations and assets while managing liabilities, such as litigation claims and debt. She advises on foundational documents, such as articles, bylaws and policies, as well as board actions and dynamics. When assisting religious organizations, Jennifer creates civil structures that reflect the organizations' missions, ensuring their singular status under constitutional law is respected.

Featured Representative Matters

- Represented a religious institution in negotiating civil sales agreement and canonical oversight approvals for sale of real estate in connection with higher education acquisition of land and assets.
- Defended a parochial school in an IRS audit of its Employee Retention Tax Credit

Services

- Religious, Educational & Nonprofit Organizations
- Tax
- Compliance Counseling
- Corporate

Education

- Fordham University School of Law (J.D., *cum laude*)
- Syracuse University (B.S.)

Admissions

- Virginia
- District of Columbia
- U.S. Supreme Court
- Supreme Court of Virginia
- District of Columbia Court of Appeals

and won a full credit payment of nearly \$350,000 with a facts-and-circumstances analysis defense.

- Represented the Sisters, Servants of the Immaculate Heart of Mary with a redevelopment project in Stone Harbor, New Jersey.
- Safeguarded assets in support of retirement, healthcare and charitable mission purposes by developing complex trust structures to protect nonprofit religious organization funds.
- Facilitated the repurposing of existing religious organization property for future use consistent with charitable purposes by navigating tax code, charitable regulations and canonical requirements.
- Redevelopment Project in Stone Harbor
- Accomplished significant changes to governance and membership to reflect current structural trends for a national association with more than 40,000 members.
- In connection with a state investigation, secured settlement and avoided over \$1.4 million in fines in exchange for improvements in governance and compliance systems for a program providing school meals compatible with religious dietary restrictions.
- Developed civil structure and governance for a unified school system across multiple states on behalf of a religious institution.
- Responded to a complex investigation of a nonprofit organization by the Federal Trade Commission.
- Effectively worked across multiple religious denominations to draft and submit comments on proposed rulemaking by the IRS on group rulings for tax exemption.
- Advised dozens of nonprofits specifically on COVID-relief Paycheck Protection Program (PPP) loan eligibility, compliance and loan forgiveness processes, as well as provided free webinars on program details for hundreds of nonprofit attendees within days of legislation passage.
- Strengthened intellectual property rights and increased incentives for researchers by assisting a university research foundation with royalty and licensing structures across national and international higher education partner organizations.
- Navigated legal and political issues to negotiate high-profile government contracts and draft subcontracts for an interfaith nonprofit providing emergency services in response to disasters and humanitarian crises.

Community Impact

Active in supporting nonprofit organizations in her community, Jennifer serves on the board of Saint John Vianney Center; acts as counsel to the Alexandria Economic Development Partnership, including advising nonprofit founders; and chairs the personnel committee for ALIVE!, an interfaith nonprofit providing food and housing assistance in Alexandria, Virginia.

Passionate about education, Jennifer also teaches undergraduate interns from across the United States about the nonprofit sector through The Washington Center; serves as a mentor in Fordham Law's Evening Division for students making career transitions; and participates in alumnae programs for high school students visiting Washington, D.C. In addition, she volunteers at her family's schools, church parish and community activities.

Memberships

- Member, District of Columbia Bar Association

- Member, John Carroll Society of Washington, D.C.
- Member, National Diocesan Attorneys Association
- Member, TEGE Exempt Organizations Council
- Member, The Saint Thomas More Guild

Recognitions

- Pro Bono Services Honor Roll, Virginia Access to Justice Commission (2020-25)

Featured Speaking Engagements

- Speaker, "Crises and Opportunities in Today's Catholic Higher Education," Association of Catholic Colleges and Universities 2026 Annual Meeting
- Presenter, "Issues for Nonprofits in the New Year," Bridge the Gap CLE by Fordham School of Law
- Panelist, "Cities of the Dead: Acting for Cemeteries," 2025 ABA Business Law Spring Meeting
- Presenter, "Navigating the Known and Unknown: Tax and Administration Updates for 2025," Diocesan Fiscal Managers Conference
- Moderator, "Records Management & Retention: Practicalities and Best Practice," Resource Center for Religious Institutes 2025 National Conference
- Presenter, "Helping Religious Institutes Navigate the Current Tax Landscape," Resource Center for Religious Institutes 2025 National Conference
- Presenter, "Conscience, Diversity, and Charity: Navigating the Impact of Loper-Bright on Tax-Exempt Entities," Pennsylvania Bar Institute's Health Law Institute
- Presenter, "Tax Exemption Topics for Religious Institutions," Resource Center for Religious Institutions National Conference
- Presenter, "Getting Started with Structures" and "Tax Exemption Topics for Religious Institutions," Resource Center for Religious Institutes (RCRI) National Conference
- Presenter, "Diocesan Tax Issues and Updates for 2024," Diocesan Fiscal Management Conference
- Presenter, "Taking the Level of the Employment Landscape," Convocation: The Spirit of Collaboration
- Presenter, "Current Issues Impacting Diocesan Attorneys," National Diocesan Attorneys Association
- Presenter, "Nonprofit Symposium: Guidance for the Year Ahead," Stradley Ronon and Gallagher
- Presenter, "A Post-SCOTUS Reality: Analysis and Dialogue About Race-Conscious Admissions," Association of Catholic Colleges and Universities Annual Meeting
- Presenter, "Employers on the Upswing," RCRI Annual Conference
- Presenter, "Charity at Home: When Parishioners Are Also Employees," National Association of Church Personnel Administrators Annual Conference
- Presenter, "Employees in Ministry: Making Sense of Administrative Rules and Judicial Cases in Practice," RCRI Annual Conference
- Presenter, "Lessons from a Pandemic: A Look at Governance and Administration," RCRI Annual Conference
- Presenter, "A Legal Perspective on Building a Culture That Is Sensitive, Aware and Anticipates," Convocation: The Spirit of Collaboration

- Presenter, "The Ministerial Exception, Religious Exemptions and Employees in 2022," National Association of Church Personnel Administrators
- Presenter, "Tax Planning: Reporting and Regulation for New Ventures, Collaborations, and Innovations," RCRI National Conference
- Presenter, "New Governance Challenges and Opportunities," RCRI
- Presenter, "The CARES Act and the PPP: What Catholic Parishes Need to Know," Ascension Press
- Presenter, "Conscience Protections in Healthcare: Current Legal Issues," Pennsylvania Bar Institute's Health Law Institute

Clerkships

- Clerkship to Senior Judges, District of Columbia Court of Appeals