



Nisha Thakker

Partner

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Overview

Co-Founder of Tenenbaum Law Group, Nisha Thakker is an experienced in-house nonprofit attorney and senior-level business partner. Formerly the associate general counsel of a large REALTOR® association in Northern Virginia, she has a broad understanding of nonprofit legal matters as well as business operations, governance, and development. Through her recent work at a Washington, DC-based association management company, Nisha advised her association clients on operational efficiencies and risk-management considerations. She also served as an advisor to several of the company's additional clients and provided in-house association legal counsel company-wide.

Nisha began her post-law school career in policy advocacy at the Legal Action Center, an impactful nonprofit organization in Washington, DC, where she advocated on behalf of individuals with criminal records and substance abuse histories seeking to reenter society. She represented the Center in several criminal justice and health policy-related coalitions and roundtables involved in advocacy and grassroots outreach.

While still in law school, Nisha co-founded the National Youth Justice Alliance – an organization whose mission is to fight juvenile recidivism by teaching constitutional literacy and civic responsibilities to juveniles in detention – and helped lead it for many years, developing the curriculum and recruiting and managing volunteers.

As associate general counsel for the Northern Virginia Association of REALTORS[®], Nisha provided the Association's 12,000+ members with legal guidance on local real estate matters through courses, online videos, and published articles. In addition, she co-managed a members-only Legal Hotline where she answered nuanced legal questions related to the real estate industry (on topics such as real estate transactions, contracts, ethics, and arbitration), and she frequently taught real estate law courses and sessions onboarding new members to the Association. Nisha also reviewed and negotiated contracts with vendors and others and coordinated compliance requirements as mandated by the National Association of REALTORS[®], including trademark enforcement. She later served as Senior Director of Strategic Partnerships.

Nisha has an extremely practical, contextual approach to the practice of law, driven by a decade-plus of in-house nonprofit legal experience and from years providing advice and counsel to TLG's clients.

Nisha's dedication to the nonprofit and association community is highlighted by her continued volunteer work. She currently sits on the Legal Advisory Council of the American Society of Association Executives.

Education

- J.D., Washington College of Law, American University, 2007
- B.A., English, George Washington University, 2003

Bar Admissions

- Maryland
- District of Columbia

Professional Affiliations

- 2020-2021, Member, American Society of Association Executives' 2021 Program Advisory Committee
- 2019-2020, Member, American Society of Association Executives' 2020 Program Advisory Committee
- 2019-Present, Member, American Society of Association Executives' Legal Advisory Council
- 2007-Present, Member, South Asian Bar Association
- 2018, Member, National Association of REALTORS[®], Association Executives Committee Governance Best Practices Work Group
- 2017-18, Member, Association of Corporate Counsel National Capital Region's Nonprofits & Associations Forum Working Group

Honors and Awards

- 2019, Emerging Leader Designee, AMC Institute

Experience

- 2019, Senior Associate, Association Management Strategies, Washington, DC
- 2017-19, Senior Director of Strategic Partnerships, Northern Virginia Association of REALTORS[®], Fairfax, VA
- 2012-17, Associate General Counsel, Northern Virginia Association of REALTORS[®], Fairfax, VA
- 2011-12, Curriculum Developer, Management Concepts, Inc., Vienna, VA
- 2007-15, Co-Founder and Director, National Youth Justice Alliance, Washington, DC
- 2007-09, Policy Associate, Legal Action Center, Washington, DC

Publications

Click on Title to View the Publication

August 7, 2023

[*Navigating the Pitfalls of a Code of Ethics*](#) (Presentation), 2023 ASAE Annual Meeting & Exposition, Atlanta, GA

June 6, 2023

[*Top Legal Risks Facing Nonprofits*](#) (Presentation), Mid-Atlantic Society of Association Executives' 2023 Annual Meeting, Atlantic City, NJ

June 6, 2023

[*Beyond Force Majeure: Navigating Hotel and Venue Contracts in a Post-COVID World*](#) (Presentation), Mid-Atlantic Society of Association Executives' 2023 Annual Meeting, Atlantic City, NJ

August 21, 2022

[*Avoiding Association Bylaw and Governance Pitfalls*](#) (Presentation), 2022 ASAE Annual Meeting & Exposition, Nashville, TN

July 20, 2022

[*Whisk in Risk: Top Legal Risks Facing Nonprofits*](#), (Presentation), Nonprofit Risk Management Center's Virtual Risk Summit (Risk Management Fundamentals)

October 26, 2021

[*Beyond Force Majeure: Navigating Hotel and Venue Contracts in a \(Post?\)-COVID World*](#) (Presentation), Wisconsin Society of Association Executives' 2021 Annual Summit

January 29, 2021

[*Paycheck Protection Program 2.0: Everything Associations and Other Nonprofits Need to Know*](#) (Presentation)

April 29, 2020

[*The CARES Act: A Guide to the Resources for Nonprofit Organizations*](#) (Article)

April 9, 2020

[*CARES Act: A Guide to Financial Resources for Nonprofits*](#) (Article), *The NonProfit Times*

March 27, 2020

[*Legal Strategies for Association Meetings*](#) (Article), American Society of Association Executives

March 25, 2020

[*Legal Strategies for Nonprofit Meetings During COVID-19*](#) (Article), *Exempt* and *The NonProfit Times*

March 23, 2020

[*COVID-19: Legal Strategies for Association Meetings*](#) (Article)

Speaking Engagements

Click on Title to View the Presentation or Ancillary Material

August 13, 2023

[*AMC Legal Issues*](#), California Society of Association Executives' 2023 AMC Owner's Retreat (Virtual)

August 7, 2023

[*Navigating the Pitfalls of a Code of Ethics*](#), 2023 ASAE Annual Meeting & Exposition, Atlanta, GA

June 16, 2023

[*Avoiding Association Governance and Bylaws Pitfalls*](#), New England Society of Association Executives' 2023 Annual Meeting, Uncasville, CT

June 15, 2023

[*Beyond Force Majeure: Navigating Hotel and Venue Contracts in a Post-Pandemic World*](#), New England Society of Association Executives' 2023 Annual Meeting, Uncasville, CT

June 6, 2023

[*Beyond Force Majeure: Navigating Hotel and Venue Contracts in a Post-COVID World*](#), Mid-Atlantic Society of Association Executives' 2023 Annual Meeting, Atlantic City, NJ

June 6, 2023

Top Legal Risks Facing Nonprofits, Mid-Atlantic Society of Association Executives' 2023 Annual Meeting, Atlantic City, NJ

November 30, 2022

Avoiding Association Governance Pitfalls with Nisha Thakker, Esq., Wisconsin Society of Association Executives' 2022 Summit, Madison, WI

November 18, 2022

Nonprofit Governance (Virtual), Empire State Society of Association Executives' 2022-23 Association Leadership Academy

August 21, 2022

Avoiding Association Bylaw and Governance Pitfalls, 2022 ASAE Annual Meeting & Exposition, Nashville, TN

July 20, 2022

Whisk in Risk: Top Legal Risks Facing Nonprofits, Nonprofit Risk Management Center's Virtual Risk Summit (Risk Management Fundamentals)

October 21, 2021

Beyond Force Majeure: Navigating Hotel and Venue Contracts in a (Post?)-COVID World, Wisconsin Society of Association Executives' 2021 Annual Summit, Brookfield, WI

September 14, 2021

Meeting Contracts: Ask the Association Attorneys (Webinar), National Council for Mental Wellbeing's State Association Executives

September 13, 2021

Meeting Contract Considerations During and Beyond COVID-19: Ask the Association Attorneys (Webinar), Association Societies Alliance

August 18, 2021

Evolving Legal Considerations During and Beyond COVID-19: Ask the Association Attorneys, 2021 American Society of Association Executives Annual Meeting (Virtual)

August 11, 2021

Legal Considerations for the Future of Meetings (Webinar), Capital Chapter of the Professional Convention Management Association

August 5, 2021

Stump the Association Attorneys! (Webinar), Financial Planning Association Chapters (Webinar)

July 13, 2021

Codes of Ethics: Mitigating Your Association's Legal Risk (Webinar), American Society of Association Executives' Essentials of Association Ethics Online Seminar Series

June 3, 2021

Ethical Code of Conduct Considerations in a Virtual Environment, American Society of Association Executives 2021 Virtual Marketing, Membership & Communications Conference (Virtual)

May 18, 2021

Stump the Association Attorneys! (Webinar), Association Management Strategies

In the Media

Click on Title to View or Listen to the Story

[TLG Partner Nisha Thakker Interviewed on Association Bylaws in *The Membership Management Report*](#)

July 2023

TLG Partner [Nisha Thakker](#) was interviewed in the July 2023 issue of *The Membership Management Report*, answering three common questions that associations typically ask about their Bylaws: How do you stop the old school mentality from constantly creeping back in?, How often should we be updating our Bylaws or reviewing our Bylaws?, and How can we ensure our Bylaws are helping us create a diverse representation on our Board?

[TLG Once Again "Ranked" by the Prestigious U.S. Legal 500 in the 2023 National Not-for-Profit Category – One of Only 19 Law Firms Nationwide and the Only Boutique Firm](#)

June 7, 2023

[Tenenbaum Law Group PLLC](#) has once again been "ranked" by the prestigious U.S. Legal 500 for 2023 in the [national Not-for-Profit category](#). One of only 19 law firms ranked nationwide and the only boutique firm, this is a highly coveted, distinguished honor. [TLG Managing Partner Jeff Tenenbaum](#) is also one of only five members of the [U.S. Legal 500 Not-for-Profit Hall of Fame](#). Details can be found [here](#) and [here](#).

Here are some excerpts from the published client testimonials:

"Experienced managing partner and co-founder [Jeffrey Tenenbaum](#) is the 'highly skillful, caring, and practical' practice head leading the group at [Tenenbaum Law Group PLLC](#) in Washington DC. Tenenbaum, who is active in the nonprofit bar, is emblematic of the group's 'rich and deep understanding of the nonprofit and trade association ecosystem', leveraged to act as outside general counsel for different types of clients such as charities, trade and professional associations, international NGOs, conservation groups, and educational and health care institutions, with [Nisha Thakker](#), who co-founded the group, a key name for healthcare work."

“Jeffrey has years of experience in the non-profit space. Since starting his own practice, we have found him to be extremely responsive, as well as realistic.”

“The group has a rich and deep understanding of the non-profit and trade association ecosystem and therefore has experience and understanding of any situation and issue that may arise for any particular organization. They are very responsive, respectful, genuine in their desire to do good for their clients. They have also responded very well to adapting to the changing office environments resulting from the pandemic.”

“Jeffrey Tenenbaum is very knowledgeable, fastidious, and personable. He is able to drill down to the very heart of the issue and articulate it so that my board and other stakeholders understand any issue from all angles and the options before us. He has been a great resource for a number of items, whether it’s launching a new foundation, templates for bylaws, employment contracts, or affiliate partnerships, Jeff is a great resource to go to.”

“Jeffrey Tenenbaum is exceptional. Highly skillful, caring, and practical.”

In addition to other honors and recognitions, in its first year of existence, TLG was awarded the (top) Tier 1 designation in the Washington, DC metropolitan area for Nonprofit/Charities Law for 2021 by [Best Law Firms/U.S. News & World Report®](#), and then again for 2022 and 2023. The firm is one of only six law firms in the region to have been granted this distinguished Tier 1 honor (and one of only four “client-confirmed” firms) and the only boutique firm among them.

[TLG Partner Nisha Thakker Quoted in *The Management Membership Report* Article, "Avoid Bylaws Pitfalls"](#)

May 2023

TLG Partner Nisha Thakker is quoted extensively in the May 2023 issue of *The Management Membership Report* in an article entitled, "Avoid Bylaws Pitfalls." "The two most common bylaws pitfalls are 1. being overly detailed and prescriptive and 2. not being consistent with state statutes," says Nisha Thakker, a partner with the Tenenbaum Law Group PLLC (Washington, DC). "Bylaws are intended to be flexible and fluid so that the governing body of the organization can act effectively and efficiently," she says. "Bylaws don't need to lay out every possible scenario and address every possible issue in order to be legally compliant. It's actually the direct opposite." Thakker goes on to give further advice about how to avoid pitfalls with association bylaws.

[TLG "Ranked" by the Prestigious U.S. Legal 500 in the 2022 National Not-for-Profit Category – One of Only 19 Law Firms Nationwide and the Only Boutique Firm](#)

June 8, 2022

[Tenenbaum Law Group PLLC](#) has been “ranked” by the prestigious U.S. Legal 500 for 2022 in the [national Not-for-Profit category](#). One of only 19 law firms ranked nationwide and the only boutique firm, this is a highly coveted, distinguished honor. [TLG Managing Partner Jeff Tenenbaum](#) is also

one of only five members of the [U.S. Legal 500 Not-for-Profit Hall of Fame](#). Details can be found [here](#) and [here](#).

Here are excerpts from the published client testimonials:

“This is the most responsive legal firm that I have worked with in my career. They are quick to respond and quick to provide work product. Some firms tend to ramble, but not the Tenenbaum Law Group. They listen to our concerns and provide clear, concise responses.”

“Jeff and Nisha are an incredible team – they get how their work impacts their clients – not just legally, but operationally and financially as well.”

“Jeff Tenenbaum is a leading expert in non-profit law. He is extremely knowledgeable and responsive to client questions and concerns.”

“Jeff Tenenbaum and his team are exceptional partners for associations in their legal and governance needs. Tenenbaum is smart, practical, and easy to work with.”

“TLG is extremely responsive and gets work done quickly. Jeff Tenenbaum has a very practical, real-world approach to solving problems, which makes him a pleasure to work with.”

“Tenenbaum Law Group didn’t miss a beat during COVID-19, despite an increased workload with event cancellation negotiations, PPP loan questions, and Employee Retention Tax credit questions. They provide expertise in the not-for-profit industry and during the last year have provided informed advice regarding a range of issues including COVID-19 specific issues, bylaws, and board governance, filing an Amicus Curiae Brief, and hotel negotiations.”

In addition to other honors and recognitions, in its first year of existence, TLG was awarded the (top) Tier 1 designation in the Washington, DC metropolitan area for Nonprofit/Charities Law for 2021 by [Best Law Firms/U.S. News & World Report®](#), and then again for 2022. The firm is one of only six law firms in the region to have been granted this distinguished Tier 1 honor in 2021 and 2022, and the only boutique firm among them. The unsolicited testimonials received by [Best Law Firms/U.S. News & World Report®](#) from the firm’s clients can be read [here](#).

Tenenbaum Law Group Promotes Nisha Thakker to Partner

January 4, 2022

The [Tenenbaum Law Group \(TLG\)](#) is pleased to announce the promotion of [Nisha Thakker](#) to Partner, effective January 1, 2022. A co-founder of the firm two years ago with [Managing Partner Jeff Tenenbaum](#), Nisha has been an integral part of TLG since its inception and is an extremely accomplished nonprofit attorney on whom so many of the firm’s clients rely for regular legal advice and counsel. Founded on January 1, 2020 by Jeff and Nisha, TLG is a [nationally recognized, Washington, DC-based, three-attorney boutique law firm focused exclusively on the nonprofit sector, with approximately 500 clients](#) across the United States. The firm’s client base is composed principally of nonprofit organizations – such as trade and professional associations,

charities, international NGOs, arts and cultural institutions, think tanks, health care entities, foundations, and the like – as well as select companies and executives that work with or provide services to nonprofits.

New Meeting Contracts for a New Era

November 15, 2021

Tenenbaum Law Group's Managing Partner Jeff Tenenbaum and Counsel Nisha Thakker are quoted extensively in this article in ASAE's *Associations Now* about the fact that after trade and professional associations experienced costly event-cancellation penalties due to the pandemic, many are looking at their meeting contracts differently and incorporating new provisions when possible. Tenenbaum and Thakker offer numerous practical tips to associations in connection with the negotiation of their meeting contracts.

Associations Now

Protect Your Events: Four Post-Pandemic Contract Considerations

November 9, 2021

Following TLG Counsel Nisha Thakker's October 26, 2021 presentation at the Wisconsin Society of Association Executives' 2021 Annual Summit, Impact Association Management CEO and Founder Jodi Fisher published a blog entry about her takeaways from Nisha's discussion of meeting contract considerations during and beyond COVID-19. "Though it's not always the most thrilling topic, she did a great job keeping us engaged, throwing in some good humor, and giving us some really solid material," said Fisher. "Contract clauses, supply and demand, and meeting planning have changed fairly significantly since the pandemic hit us, and as meeting professionals, we have to stay on top of these trends in order to protect our clients' events. There were many, many takeaways, but here were a few that really stuck out to me," said Fisher, as she went on to describe her four key takeaways.

Tenenbaum Law Group One of Only Six Law Firms to Receive 2022 Tier 1 Washington, DC Designation by Best Law Firms/U.S. News & World Report for Nonprofit/Charities Law

November 4, 2021

Tenenbaum Law Group is very proud to have once again been awarded – in its second year of existence – the (top) Tier 1 designation in the Washington, DC metropolitan area for Nonprofit/Charities Law for 2022 by Best Law Firms/U.S. News & World Report. The firm is one of only six law firms in the region to have been granted this distinguished 2022 honor in Tier 1 (there were 11 total firms in the three tiers combined) – and the only boutique firm among the six. In addition, TLG's Managing Partner Jeff Tenenbaum was, once again, awarded the Best Lawyers designation for 2022 for Nonprofit/Charities Law nationally by Best Law Firms/U.S. News & World Report, an honor he has received every year since 2012. Comments from a number of the firm's clients can be found here.

Pandemic Complicates Contract Talks with Meeting Venues

August 13, 2021

Tenenbaum Law Group's Managing Partner Jeff Tenenbaum and Counsel Nisha Thakker are quoted in this article in *CEO Update* about how hotels, convention centers, and other meeting venues are growing less lenient with cancellation and refund policies at this stage of the COVID-19 pandemic, meaning that associations and other event organizers need to pay particular attention when negotiating force majeure and other contract language. Tenenbaum and Thakker offer up specific advice and recommendations for meeting contract clauses.

CEO Update

Tenenbaum Law Group Welcomes Addition of Counsel Julie Kulovits

April 12, 2021

The Tenenbaum Law Group (TLG) is pleased to announce the addition of Counsel Julie Kulovits to the firm. Based in the Chicagoland area and most recently the general counsel of the North American Spine Society for the last six years – an internationally recognized association for medical professionals in the spine care field – Julie has broad-based experience with association and nonprofit legal issues. Prior to her in-house role, Julie spent a decade in private practice as a civil litigator in Illinois. Julie brings 15 years of law practice to TLG, where she will help to service the firm's client base of over 350 associations and nonprofit organizations, as well as companies and executives that work with or provide services to nonprofits. Founded on January 1, 2020 by Managing Partner Jeff Tenenbaum and Counsel Nisha Thakker, TLG is nationally recognized, Washington, DC-based boutique law firm focused exclusively on the nonprofit sector, with clients across the United States.

Tenenbaum Law Group One of Only Six Law Firms to Receive 2021 Tier 1 Washington, DC Designation by *Best Law Firms/U.S. News & World Report* for Nonprofit/Charities Law

November 5, 2020

Tenenbaum Law Group is very proud to have been awarded – in its first year – the (top) Tier 1 designation in the Washington, DC metropolitan area for Nonprofit/Charities Law for 2021 by *Best Law Firms/U.S. News & World Report*. The firm is one of only six law firms in the region to have been granted this distinguished 2021 honor.