

2017 Top 25 Legal Q&A

Question	2017	2016	2015
Should our church have armed security guards?	1,943 (1)	244 (18)	312 (14)
What risk management issues are associated with lending our church facility?	833 (2)	775 (2)	757 (4)
Does the Fair Labor Standards Act (FLSA) apply to our ministry?	478 (3)	4,618 (1)	1,187 (2)
How should our ministry deal with, and document, activity injuries?	386 (4)	621 (4)	502 (8)
Are church board members personally liable for board decisions?	347 (5)	616 (5)	721 (5)
What is an activity participation agreement?	324 (6)	354 (8)	333 (12)
How can our ministry identify independent contractors for tax purposes?	296 (7)	329 (11)	348 (9)
Does our ministry need permission to use people's pictures in pubs/websites?	278 (8)	250 (17)	339 (11)
What types of warning signs should we post around our ministry?	272 (9)	187 (23)	217 (18)
How should we respond when someone wants to use a service dog at church?	253 (10)	390 (7)	N/A
What should our ministry know about bylaws?	248 (11)	346 (10)	504 (7)
U.S. Supreme Court's decision regarding same sex marriage.	243 (12)	736 (3)	12,907 (1)
Are ministries allowed to remove disruptive people?	240 (13)	270 (13)	329 (13)
How do we develop or update an effective worker screening policy?	227 (14)	252 (16)	339 (10)
How should we respond to demonstrations at our ministry?	223 (15)	17 (81)	39 (66)
What factors should we consider to develop/update our employee handbook?	206 (16)	225 (19)	205 (20)
Should we allow a registered sex offender to attend our church?	196 (17)	259 (15)	213 (19)
How should we respond to individuals who disrupt a ministry service or event?	184 (18)	70 (49)	67 (47)
How do we protect against liability related to youth/special needs activities?	182 (19)	196 (20)	N/A
What if children in our care have not received standard immunizations?	160 (20)	190 (22)	776 (3)
Should our ministry incorporate?	154 (21)	146 (28)	227 (15)
What steps should we take before letting an employee go?	147 (22)	76 (45)	114 (32)
Does our ministry's workers compensation policy cover independent contractors?	145 (23)	85 (41)	82 (41)
What documents should our ministry keep and for how long?	134 (24)	138 (31)	593 (6)
What should ministry leaders know about donor-directed donations?	127 (25)	80 (43)	164 (24)