

## 2019 Mid-Year Top 25 Legal Q&A

	Question	2019 (as of 6/30)	2018	2017
1	<a href="#">Does the Fair Labor Standards Act (FLSA) apply to our ministry?</a>	975 (1)	540 (6)	478 (3)
2	<a href="#">Are ministries allowed to remove disruptive people?</a>	867 (2)	568 (5)	240 (13)
3	<a href="#">Should our church have armed security guards?</a>	751 (3)	1,842 (1)	1,943 (1)
4	<a href="#">What if children in our ministry's care are not immunized?</a>	522 (4)	327 (10)	160 (20)
5	<a href="#">Does our ministry need permission to use people's pictures?</a>	381 (5)	611 (3)	278 (8)
6	<a href="#">Does our ministry need an employer identification number (EIN)?</a>	313 (6)	368 (9)	N/A
7	<a href="#">What should ministry leaders know about donor-directed donations?</a>	306 (7)	197 (18)	127 (25)
7	<a href="#">What should our ministry know about bylaws?</a>	306 (7)	260 (12)	248 (11)
8	<a href="#">Do we have to report all injuries, even those that are insignificant?</a>	269 (8)	84 (41)	N/A
9	<a href="#">What risk management issues are associated with lending our church facility?</a>	257 (9)	457 (7)	833 (2)
10	<a href="#">Can an employee sue a church or ministry for decisions based on religious beliefs?</a>	231 (10)	19 (86)	N/A
11	<a href="#">How do we protect against liability related to youth/special needs activities?</a>	201 (11)	208 (15)	182 (19)
12	<a href="#">How should our ministry respond to a subpoena?</a>	168 (12)	76 (44)	N/A
13	<a href="#">How do we develop or update an effective worker screening policy?</a>	162 (13)	235 (13)	227 (14)
14	<a href="#">What is an activity participation agreement?</a>	159 (14)	390 (8)	324 (6)
15	<a href="#">What Should Ministry Personnel Know About Mandatory Reporting Requirements?</a>	140 (15)	129 (26)	N/A
16	<a href="#">Should our ministry incorporate?</a>	135 (16)	199 (17)	154 (21)
17	<a href="#">How can our ministry identify an independent contractor for tax purposes?</a>	133 (17)	292 (11)	296 (7)
18	<a href="#">As a church board member, what issues should I be aware of?</a>	124 (18)	205 (16)	N/A
19	<a href="#">What should our church do when a background check turns up a criminal record?</a>	109 (19)	113 (32)	N/A
20	<a href="#">What are the potential tax ramifications for leasing ministry parking lots to outside entities?</a>	108 (20)	111 (33)	N/A
21	<a href="#">Should we allow a registered sex offender to attend our church?</a>	103 (21)	175 (18)	196 (17)
22	<a href="#">What issues should we consider when merging with another ministry?</a>	100 (22)	148 (23)	N/A
23	<a href="#">Does our ministry need to obtain a special permit before serving or selling food?</a>	99 (23)	35 (66)	N/A
24	<a href="#">What steps can our church take to minimize liability during an overnight youth event?</a>	96 (24)	129 (29)	N/A
24	<a href="#">What types of warning signs should we post around our ministry?</a>	96 (24)	215 (14)	272 (9)
25	<a href="#">What factors should we consider to develop/update our employee handbook?</a>	91 (25)	171 (21)	206 (16)
25	<a href="#">What steps should we take before letting an employee go?</a>	91 (25)	135 (25)	147 (22)