

## 2020 Top 25 Legal Q&A

	Question	2020	2019	2018
1	<a href="#">Are ministries allowed to remove disruptive people?</a>	4,267 (1)	2,018 (2)	568 (5)
2	<a href="#">Does our ministry need to obtain a special permit before serving or selling food?</a>	3,026 (2)	909 (6)	35 (66)
3	<a href="#">Do we have to report all injuries, even those that are insignificant?</a>	2,697 (3)	1,094 (4)	84 (41)
4	<a href="#">Does the Fair Labor Standards Act (FLSA) apply to our ministry?</a>	2,274 (4)	2,275 (1)	540 (6)
5	<a href="#">How do we protect against liability related to youth/special needs activities?</a>	2,180 (5)	351 (17)	208 (15)
6	<a href="#">What should ministry leaders know about donor-directed donations?</a>	2,027 (6)	893 (7)	197 (18)
7	<a href="#">What does the Boy Scout bankruptcy mean for churches?</a>	1,848 (7)	N/A	N/A
8	<a href="#">Does our ministry need permission to use people's pictures?</a>	1,512 (8)	847 (8)	611 (3)
9	<a href="#">Should our church have armed security guards?</a>	1,149 (9)	1,224 (3)	1,842 (1)
10	<a href="#">What are the potential tax ramifications for leasing ministry parking lots to outside entities?</a>	962 (10)	350 (18)	111 (33)
11	<a href="#">Does our ministry need an employer identification number (EIN)?</a>	886 (11)	632 (11)	368 (9)
12	<a href="#">Can an employee sue a church or ministry for decisions based on religious beliefs?</a>	844 (12)	446 (13)	19 (86)
13	<a href="#">What should our ministry know about bylaws?</a>	739 (13)	636 (10)	260 (12)
14	<a href="#">How do good Samaritan laws apply to our ministry?</a>	733 (14)	667 (9)	81 (43)
15	<a href="#">Are clergy members required to sign marriage licenses?</a>	688 (15)	N/A	N/A
16	<a href="#">What if children in our ministry's care are not immunized?</a>	579 (16)	958 (5)	327 (10)
17	<a href="#">As a church board member, what issues should I be aware of?</a>	561 (17)	264 (21)	205 (16)
18	<a href="#">How can our ministry identify an independent contractor for tax purposes?</a>	549 (18)	369 (15)	292 (11)
19	<a href="#">What risk management issues are associated with lending our church facility?</a>	538 (19)	449 (12)	457 (7)
20	<a href="#">What should our church do when a background check turns up a criminal record?</a>	492 (20)	305 (19)	113 (32)
21	<a href="#">What is an activity participation agreement?</a>	479 (21)	293 (20)	390 (8)
22	<a href="#">What types of warning signs should we post around our ministry?</a>	428 (22)	202 (25)	215 (14)
23	<a href="#">How should our ministry respond to a subpoena?</a>	412 (23)	358 (16)	76 (44)
24	<a href="#">What Should Ministry Personnel Know About Mandatory Reporting Requirements?</a>	411 (24)	379 (14)	129 (26)
25	<a href="#">Should we allow a registered sex offender to attend our church?</a>	381 (25)	221 (24)	175 (18)