

2021 Mid-Year Top 25 Legal Q&A

	Question	2021 through 6/30	2020	2019
1	Can ministries require the COVID-19 vaccine for attendees?	3,587	N/A	N/A
2	Do we have to report all injuries, even those that are insignificant?	2,226	2,697 (3)	1,094 (4)
3	Does our ministry need to obtain a special permit before serving or selling food?	2,176	3,026 (2)	909 (6)
4	Are ministries allowed to remove disruptive people?	1,958	4,267 (1)	2,018 (2)
5	What should ministry leaders know about donor-directed donations?	1,418	2,027 (6)	893 (7)
6	Does our ministry need permission to use people's pictures?	1,022	1,512 (8)	847 (8)
7	Does the Fair Labor Standards Act (FLSA) apply to our ministry?	982	2,274 (4)	2,275 (1)
8	What are the potential tax ramifications for leasing ministry parking lots to outside entities?	620	962 (10)	350 (18)
9	Are clergy members required to sign marriage licenses?	613	688 (15)	N/A
10	How do we protect against liability related to youth/special needs activities?	602	2,180 (5)	351 (17)
11	As a church board member, what issues should I be aware of?	544	561 (17)	264 (21)
12	Should our church have armed security guards?	525	1,149 (9)	1,224 (3)
13	What does the Boy Scout bankruptcy mean for churches?	494	1,848 (7)	N/A
14	What should our church do when a background check turns up a criminal record?	476	492 (20)	305 (19)
15	Does our ministry need an employer identification number (EIN)?	473	886 (11)	632 (11)
16	How can our ministry identify an independent contractor for tax purposes?	446	549 (18)	369 (15)
17	What risk management issues are associated with lending our church facility?	437	538 (19)	449 (12)
18	Can ministries require the COVID-19 vaccine for employees?	436	N/A	N/A
19	What should ministry personnel know about mandatory reporting requirements?	347	411 (24)	379 (14)
20	What is an activity participation agreement?	318	479 (21)	293 (20)
21	What rules apply when hiring youth to perform work for our ministry?	268	306 (29)	54 (63)
22	What should our ministry know about bylaws?	243	739 (13)	636 (10)
23	How do Good Samaritan laws apply to our ministry?	224	733 (14)	667 (9)
24	Can an employee sue a church or ministry for decisions based on religious beliefs?	210	844 (12)	446 (13)
25	What should our ministry be aware of before recording conversations?	205	338 (26)	63 (57)