

## 2020 Mid-Year Top 25 Legal Q&A

	Question	2020 (as of 6/30)	2019	2018
1	<a href="#">Are ministries allowed to remove disruptive people?</a>	1,784 (1)	2,018 (2)	568 (5)
2	<a href="#">Does our ministry need to obtain a special permit before serving or selling food?</a>	1,322 (2)	909 (6)	35 (66)
3	<a href="#">Does the Fair Labor Standards Act (FLSA) apply to our ministry?</a>	1,139 (3)	2,275 (1)	540 (6)
4	<a href="#">How do we protect against liability related to youth/special needs activities?</a>	1,032 (4)	351 (17)	208 (15)
5	<a href="#">Do we have to report all injuries, even those that are insignificant?</a>	1,005 (5)	1,094 (4)	84 (41)
6	<a href="#">What should ministry leaders know about donor-directed donations?</a>	736 (6)	893 (7)	197 (18)
7	<a href="#">Does our ministry need permission to use people's pictures?</a>	618 (7)	847 (8)	611 (3)
8	<a href="#">Should our church have armed security guards?</a>	538 (8)	1,224 (3)	1,842 (1)
9	<a href="#">Does our ministry need an employer identification number (EIN)?</a>	460 (9)	632 (11)	368 (9)
10	<a href="#">What are the potential tax ramifications for leasing ministry parking lots to outside entities?</a>	459 (10)	350 (18)	111 (33)
11	<a href="#">Can an employee sue a church or ministry for decisions based on religious beliefs?</a>	388 (11)	446 (13)	19 (86)
12	<a href="#">What should our ministry know about bylaws?</a>	286 (12)	636 (10)	260 (12)
13	<a href="#">What if children in our ministry's care are not immunized?</a>	246 (13)	958 (5)	327 (10)
14	<a href="#">How can our ministry identify an independent contractor for tax purposes?</a>	222 (14)	369 (15)	292 (11)
15	<a href="#">How should our church respond to children with chronic communicable illnesses?</a>	204 (15)	47 (66)	N/A
16	<a href="#">Are clergy members required to sign marriage licenses?</a>	195 (16)	N/A	N/A
17	<a href="#">What risk management issues are associated with lending our church facility?</a>	190 (17)	449 (12)	457 (7)
18	<a href="#">What Should Ministry Personnel Know About Mandatory Reporting Requirements?</a>	190 (18)	379 (14)	129 (26)
19	<a href="#">What is an activity participation agreement?</a>	168 (19)	293 (20)	390 (8)
20	<a href="#">What should our ministry be aware of before recording conversations?</a>	158 (20)	N/A	N/A
21	<a href="#">How should our ministry respond to a subpoena?</a>	151 (21)	358 (16)	76 (44)
22	<a href="#">What types of warning signs should we post around our ministry?</a>	121 (22)	202 (25)	215 (14)
23	<a href="#">What does our ministry need to do to follow federal OSHA record-keeping requirements?</a>	117 (23)	N/A	N/A
24	<a href="#">How should a church or ministry respond to requests for support from political groups and candidates?</a>	90 (24)	N/A	N/A
25	<a href="#">What rules apply when hiring youth to perform work for our ministry?</a>	85 (25)	N/A	N/A

## 2020 Mid-Year Top 25 Articles / Resource Pages

	Article / Resource Page	2020 as of 6/30
1	<a href="#">Before We Gather</a>	58,797
2	<a href="#">Novel Coronavirus COVID-19 Resources for Ministries</a>	25,530
3	<a href="#">Before We Gather – Planning for Social Distancing</a>	15,670
4	<a href="#">Before We Gather – Communication Reduces Fear and Increases Connection</a>	8,777
5	<a href="#">5 Steps to Starting a New Ministry</a>	8,430
6	<a href="#">Preventing Spread of Novel Coronavirus</a>	6,372
7	<a href="#">Before We Gather – Deep Clean and Disinfect</a>	6,270
8	<a href="#">Before We Gather – Facilities Preparation – Prepare Your Building Now for the Return of Worship</a>	5,802
9	<a href="#">Paycheck Protection Program: Top 7 Takeaways for Ministries</a>	5,389
10	<a href="#">Before We Gather – Taking the Touch Out of High-Touch Areas</a>	4,798
11	<a href="#">Before We Gather – Back to Work, Back to Basics</a>	4,790
12	<a href="#">Navigating the COVID-19 Pandemic</a>	4,609
13	<a href="#">Mandated Reporting Not Limited to Child Abuse</a>	4,421
14	<a href="#">What Does Children’s Ministry Look Like Going Forward?</a>	4,373
15	<a href="#">Complying with Copyright Laws</a>	4,369
16	<a href="#">Coronavirus and Your Building: Deep Clean and Disinfect</a>	3,627
17	<a href="#">Developing Security Teams</a>	3,495
18	<a href="#">Unemployment Benefits: What your Leadership and Staff May Not Know</a>	3,493
19	<a href="#">Children’s Ministry Prep – Cleaning and Disinfecting</a>	3,490
20	<a href="#">In-Person Services Cancelled: Taking the Gospel Online</a>	3,332
21	<a href="#">COVID-19 – Review Your Infectious Disease Plan</a>	3,250
22	<a href="#">Sex Offenders – Allowed to Attend Church?</a>	3,066
23	<a href="#">Incorporating Your Church: Why and How?</a>	2,922
24	<a href="#">Surviving a Violent Attack at Church</a>	2,868
25	<a href="#">Licensing Standards for Church Bus and Van Drivers</a>	2,823