

Matters Handled For Churches And Conference



Real Estate/Property Issues

- Buying/selling real property. Leases, building use agreements.
- Cell phone towers. Solar energy panels. Oil, gas & mineral leases. Water & well rights.
- Environmental and hazardous substances
- Roads/access. Fencelines/boundary disputes.
- Historic preservation grants and districts. Conservation easements.
- Zoning, annexation, land use.
- Columbaria. Cemeteries. Gravestones. Unmarked burial plots.
- Mortgages/deeds of trust/mechanic and other liens.

Corporate Issues

- Corporate compliance with Secretary of State – administrative dissolution, registered agents.
- Church mergers/consolidations.
- Articles of incorporation, bylaws.

Business/Contract Issues

- Basic contract issues.
- Child care/day care licensing and revocation.
- Hardware/software/IT licenses. Copier and equipment leases/contracts.

Tax Issues

- 501c3 certification – whys and wherefores. Getting your own. Using Conference or GCFA certification.
- Differences between nonprofit and 501c3.
- Putting tax exempt status at risk – unrelated business income, rental income.
- Property tax exemptions – lapses, renewals. Sales tax exemption. Tax liens, tax deeds.

Employment Issues – Lay Employees

- Hiring and firing.
- Employment handbooks, forms and policies. Non-discrimination and inclusion.
- EEO claims – age, sex, disability, race, ethnicity, sexual orientation.
- Exempt/non-exempt employees.
- Background checks – criminal, credit, child/sexual abuse.
- Safe Sanctuary policies for local churches – background checks, facilities, reporting.

Insurance Issues

- Dealing with insurance carriers, including Church Mutual.
- Understanding casualty/liability coverages, property coverages.

Book Of Discipline Issues

- Special Charge Conferences – when to call and how with forms.
- Memorials, bequests, gifts. Endowment Committees.
- Clergy-Parishioner communications vs Mandatory Reporting laws.
- Clergy misconduct – process, trials and appeals.
- How to handle troublesome or litigious members.

Immigration

- Initial screening. Referrals to immigration specialists.
- Religious worker visas.

Other/Litigation

- Copyright – worship music, video, text.
- All types of litigation.