

## IS YOUR MINISTRY ? ADA COMPLIANT ?

The Americans with Disabilities Act (ADA) was enacted in 1990 for the purpose of protecting people with disabilities from discrimination in employment and in many other aspects of life. When people think of the ADA, they often think of handicap accessible restrooms or the detectable warning surfaces at street corners that cue blind people that they are approaching an intersection.

The law also mandates employers with fifteen or more employees—including religious organizations—to provide qualified individuals with disabilities an equal opportunity to benefit from the full range of employment-related opportunities available to others.

The ADA even restricts questions that can be asked about an applicant's disability before a job offer is made. Under the ADA, employers must make reasonable accommodations to qualified individuals unless it is considered a hardship to do so.

If you have concerns about what you may or may not ask of a potential employee or about the kinds of accommodations you are expected to provide, contact our offices for specific answers to your questions.

## PRAYER CHECKLIST

**ALABAMA:** Pray for a pastor dealing with zoning restrictions after the city denied permission to install a temporary tent for summer youth ministry.

**ALASKA:** Pray for a Christian nurse who contacted CLA after being told to remove her cross necklace while on duty.

**ARIZONA:** Pray for a church whose nonprofit status is under review after offering prayer before meals at a community center.

**ARKANSAS:** Pray for a homeschool family seeking legal advice following a school district's refusal to allow their children to share the Gospel in a local school talent show.

**CALIFORNIA:** Pray for a Christian artist disciplined at work for creating faith-based artwork that was deemed "too religious."

**COLORADO:** Pray for a church staff member who sought counsel after being told she cannot lead a prayer at a school graduation event.

**CONNECTICUT:** Pray for a pastor who requested guidance concerning restrictions placed on outdoor worship gatherings in the local town square.

**DELAWARE:** Pray for a Christian employee reprimanded for keeping a Bible on her desk at a state government office.

**FLORIDA:** Pray for a church seeking legal help after city officials challenged their right to distribute Gospel literature during a community festival.

**GEORGIA:** Pray for a Christian student leader who contacted CLA after being told not to include Scripture in school announcements.

**HAWAII:** Pray for a church being told that they cannot have a

Christian school.

**IDAHO:** Pray for a Christian counselor seeking legal protection after declining to provide therapy that conflicts with her Biblical beliefs.

**ILLINOIS:** Pray for a Christian business owner sued for refusing to print materials that violate his faith.

**INDIANA:** Pray for a pastor threatened with fines for ringing church bells during early morning services.

**IOWA:** Pray for a Christian teen barred from sharing her testimony during a public school presentation.

**KANSAS:** Pray for a Christian professor placed under review for including Scripture in a classroom syllabus.

**KENTUCKY:** Pray for a Christian student who contacted CLA after being told she could not include a Bible verse in her senior graduation speech.

**LOUISIANA:** Pray for a Christian parent seeking legal counsel after her child was punished for praying over his lunch.

**MAINE:** Pray for a Christian librarian disciplined for displaying faith-based books on a recommended reading table.

**MARYLAND:** Pray for a pastor seeking guidance after being denied a permit to hold an evangelistic outreach in a city park.

**MASSACHUSETTS:** Pray for a Christian youth leader barred from mentoring at a public school due to his statement of faith.

**MICHIGAN:** Pray for a Christian employee told to stop sharing Christian podcasts with coworkers during lunch break.

**MINNESOTA:** Pray for a church facing threats of legal action after hosting Bible classes open to the community.

**MISSISSIPPI:** Pray for a pastor dealing with land use disputes

following city pushback on a church expansion project.

**MISSOURI:** Pray for a church school facing scrutiny after refusing to comply with new curriculum mandates that contradict Scripture.

**MONTANA:** Pray for a Christian family that was denied a foster license allegedly due to their Biblical views on gender.

**NEBRASKA:** Pray for a Christian teacher who contacted CLA after being instructed by school administrators not to keep a Bible visible on her desk during class hours.

**NEVADA:** Pray for a street preacher issued citations for sharing the Gospel on the Las Vegas strip.

**NEW HAMPSHIRE:** Pray for a church member facing eviction after holding Bible studies in her apartment complex's common area.

**NEW JERSEY:** Pray for a Christian teen seeking help after school officials prevented him from handing out Gospel tracts.

**NEW MEXICO:** Pray for a missionary group denied access to a public plaza for worship gatherings.

**NEW YORK:** Pray for a church leader who contacted CLA after the city denied a permit to host a public Scripture reading in the local park, citing concerns about "religious displays" in government spaces.

**NORTH CAROLINA:** Pray for a Christian camp director facing state investigation after refusing to hire staff who reject the faith statement.

**NORTH DAKOTA:** Pray for a church whose mobile outreach trailer was banned from a local festival due to religious content.

**OHIO:** Pray for a Christian school defending its right to hire teachers based on Biblical values.

**OKLAHOMA:** Pray for a pastor seeking help after being ticketed for their outdoor worship, citing "noise violations."

**OREGON:** Pray for a Christian business owner who contacted CLA after being threatened with legal action for declining to promote messages that conflict with her Biblical beliefs.

**PENNSYLVANIA:** Pray for a Christian student group denied recognition at a public university due to its leadership requirements.

**RHODE ISLAND:** Pray for a Christian retiree told she cannot read her Bible during breaks while volunteering at a city-run facility.

**SOUTH CAROLINA:** Pray for a pastor navigating restrictions on public evangelism in tourist areas.

**SOUTH DAKOTA:** Pray for Christian parents seeking legal protection in a custody dispute where their faith practices are being used against them.

**TENNESSEE:** Pray for a church facing opposition for placing Scripture signs along a public highway.

**TEXAS:** Pray for a Christian teacher under investigation for handing out Bibles to students who requested one.

**UTAH:** Pray for a missionary team restricted from speaking at a local university despite being invited by a student group.

**VERMONT:** Pray for a Christian facing legal action after organizing prayer walks through a public park.

**VIRGINIA:** Pray for a Christian student suspended for wearing a T-shirt with a Bible verse on it.

**WASHINGTON:** Pray for a Christian employee who requested Sunday mornings off for church but was denied despite years of service.

**WEST VIRGINIA:** Pray for a pastor trying to host revival meetings but encountering unusual insurance and permit challenges.

**WISCONSIN:** Pray for a Christian student disciplined for referencing Scripture in a school research paper.

**WYOMING:** Pray for a church denied access to a local auditorium for its youth outreach program.

**DISTRICT OF COLUMBIA:** Pray for a Christian law clerk asked to stop attending Bible studies in the courthouse lunchroom.

## A MINISTRY OF LEGAL HELPS

Since 1969, CLA has been providing free legal assistance to Bible-believing churches and Christians who are experiencing difficulty in practicing their religious faith because of governmental regulation, intrusion, or prohibition in one form or another.



- Free legal defense of those facing difficulties for the Biblical faith
- Free legal counsel to churches and Christians for their ministries
- Free legal help to homeschooling families
- Publication of The Legal Alert, a monthly newsletter
- Legal books and other resources to inform Christians of their rights
- Preaching in churches across the country
- Intercessory prayer ministry for requests sent to the ministry offices
- Free legal consulting to local, state, and federal officials and legislators to provide maximum religious liberty
- Prayer initiative for our national leadership and government
- Legal seminars for ministries to help prevent lawsuits
- Weekday radio program broadcast, The Legal Alert, on 1,600 outlets around the world



A MONTHLY PUBLICATION OF THE  
CHRISTIAN LAW ASSOCIATION

And Be Ye  
*Thankful*

THE  
LEGAL  
ALERT

November 2025



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LEGAL QUESTIONS, PRAYER REQUESTS,  
OR DONATIONS:  
CALL 888-252-1969 OR VISIT  
WWW.CHRISTIANLAW.ORG



## GIVING THANKS

November is a season of gratitude. As we gather around our tables with family and friends, we pause to thank the Lord for His goodness, His provision, and most of all, His liberty. The Bible reminds us, "Now the Lord is that Spirit: and where the Spirit of the Lord is, there is liberty" (2 Corinthians 3:17)

Every day, the Christian Law Association hears from pastors, teachers, students, and believers across America who are experiencing challenges to their faith. These men and women are not seeking conflict; they simply desire to live out their Christian convictions in peace. Yet time and again, they are told "no" by government officials, employers, and even schools.

Our mission remains unchanged since 1969: to provide free legal help to God's people wherever their freedoms are challenged. This ministry is possible because of friends like you who pray and give. You are standing in the gap for churches and families who would otherwise have nowhere to turn.

This month, I ask you to do three things:

1. **Pray for the urgent cases we are handling across the country.**
2. **Share the work of CLA with your church family and friends.**
3. **Consider a special donation to help us meet the growing needs before year-end.**



Together, we are defending liberty for today and preserving it for generations to come. Thank you for standing with us in this vital cause.

## RELIGIOUS LIBERTY IN SCHOOLS

For decades, America's schools have been a battleground for religious liberty. From graduation speeches to Bible clubs, Christian students are often told that their faith must be hidden. The Christian Law Association continues to receive calls every week from families navigating these challenges.

This fall, the U.S. Department of Education announced that it intends to release updated guidelines reinforcing students' rights to pray and share their faith at school. While this is a positive step, local administrators and teachers often remain confused—or even hostile—toward student religious expression.

Recently, CLA helped a young woman in Kentucky who was told she could not include a Bible verse in her graduation remarks. In Georgia, a student leader was instructed not to mention Scripture in school announcements. In Ohio, a Christian school is defending its right to hire teachers who uphold

Biblical values. Each of these cases underscores why vigilance is essential.

The law is clear: students do not shed their constitutional rights at the schoolhouse gate. But ensuring that these rights are respected requires prayer, legal counsel, and resources.

This is where your support makes a difference. Because of donors like you, CLA is able to provide free legal assistance to families facing these battles. No student should stand alone when their faith is challenged.

We ask you to pray for wisdom for our attorneys, for boldness for Christian students, and for open doors in schools where the Gospel can shine brightly. And we invite you to partner financially so that CLA can continue to answer every call that comes our way.

Together, we are defending the next generation's right to live out their faith in America's classrooms.

## SUPREME COURT SPOTLIGHT 2025–2026

### • FREE SPEECH IN PUBLIC PARKS

An evangelist in Louisiana was barred from preaching in a city park, raising the question of whether government can selectively silence religious speech in public forums.

### • RELIGIOUS HIRING PROTECTIONS

A Christian camp and school are defending their right to hire staff who affirm their statement of faith, a case with broad implications for ministries nationwide.

### • PARENTAL RIGHTS IN EDUCATION

A father in Florida is challenging rules that restrict parents from representing their own children in school-related disputes without an attorney.

Each of these cases carries potential ripple effects for churches, schools, and families across America. CLA is not only watching these cases closely but also preparing legal briefs, research, and counsel that can help shape the Court's understanding of religious liberty. But this work comes at significant cost, and it is only possible through the faithful prayers and gifts of friends like you.

We ask that you pray for wisdom for the justices, for clarity in the arguments, and for outcomes that will strengthen—not weaken—our constitutional freedoms. And as you pray, please consider giving so that CLA can continue to stand ready in the nation's highest courts.

## BEHIND THE SCENES

When most people think of the Christian Law Association (CLA), they immediately think of Dr. David Gibbs, Jr., our founder and tireless advocate for religious freedom. While he is the face of our ministry, the reality is that a dedicated team of staff members works quietly and diligently behind the scenes every day to support churches and Christians across the nation.

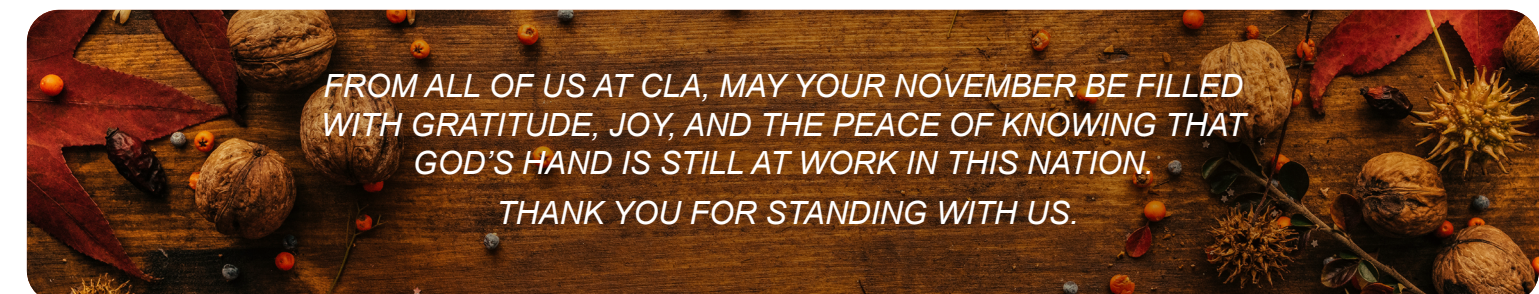
From attorneys and legal assistants to administrative staff and co-counsels across the nation, each member of our team plays a crucial role in ensuring that the CLA can continue its mission. They research, file, and defend cases; provide guidance to churches facing legal challenges; and keep the ministry running smoothly so that the work of protecting religious liberty never stops.

But CLA's work doesn't stop with our staff. It is made possible by the prayers and faithful support of

individuals like you. Your encouragement, and your intercessions strengthen our efforts and allow us to stand boldly for the rights of Bible-believing Christians in every state.

Every case we handle, every church we protect, and every Christian family we serve is a testament to what can be accomplished when people commit their time, talents, and prayers to a cause greater than themselves. Behind every victory in the courtroom is a team of people laboring faithfully—and a network of supporters holding them up in prayer.

Thank you for standing with us. Your support is helping to safeguard the freedoms that allow churches to worship, preach, and serve without fear, today and for generations to come.



## A SEASON OF THANKS

In the fall of 1621, about fifty English Pilgrims and about ninety Wampanoag people set aside three days, marking their successful first corn harvest after a difficult first year in America. Nearly half of the original Pilgrims had died during the first winter, and some had died at sea before they ever even landed in Plymouth.

Since that time, U. S. Presidents like George Washington and Abraham Lincoln proclaimed national days of Thanksgiving. President Lincoln's Proclamation said, "The year that is drawing toward its close has been filled with the blessings of fruitful fields and healthful skies. To these bounties, which are so constantly enjoyed that we are prone to forget the source from which they come, others have been added, which are of so extraordinary a nature that they cannot fail to penetrate and even soften the heart which is habitually insensible to the ever-watchful providence of Almighty God."

When we lose our ability to be thankful, we lose the ability to sense the workings of our loving Heavenly Father. When our hearts are filled with thanks, we are on the path of blessing. When we fail to be thankful, we have taken steps onto the path of destruction.

The Word of God is abundantly clear on this topic. The Apostle Paul wrote, "In every thing give thanks: for this is the will of God in Christ Jesus concerning you" (1 Thessalonians 5:18). And Colossians 3:15 says, "Let the peace of God rule in your hearts...and be ye thankful." And we must remember the beautiful words of Psalm 136:1, "O give thanks unto the Lord, for he is good: for his mercy endureth for ever."

As God's people, we have never-ending reasons to be thankful for a merciful, powerful God Who watches over us, Who stands beside us, even when our hearts are breaking.

As citizens of the United States, we should be constantly thankful for the freedoms we have enjoyed, for our ability to worship God openly, and for the manifold blessings our nation enjoys.

At the Christian Law Association, we are thankful for the way God has given us success in innumerable cases through the years, for the honorable, Bible-believing churches we have been privileged to defend, and for our unfailing supporters whose sacrificial gifts continue to make our work possible day by day.

## ACKNOWLEDGING NON-CASH CONTRIBUTIONS

Christian ministries are thankful for all the contributions they receive. Most commonly, people give their tithes and offerings in the form of cash, check, or electronic contribution. Sometimes, however, people donate physical items.

It is not uncommon for people to donate new computers to the church. Such gifts are considered in-kind donations. Churches generally acknowledge all such contributions, but the IRS requires formal acknowledgment if the value of the donated item exceeds \$250.

Most churches issue a letter or statement to acknowledge in-kind donations, but these documents must include specific information:

- **The church name and address**
- **The name of the donor**
- **The date of the contribution**
- **A detailed, accurate description of the item**
- **A statement about whether any goods or services were provided in exchange for the donation**

Interestingly, though you should provide an accurate description of the donated item, you should not declare its value. For example, you might say "a desktop computer," but you should not say "a desktop computer worth \$1,500."

Some organizations issue in-kind donation receipts as each gift is given while others wait until the end of the year to provide such statements for the entire year.

Contributions can be confusing. Some people wonder about getting tax-deductible receipts for donating their labor, for receipts for donated items, and for many other things. There is not sufficient space here for answers to all of these questions. If you have questions about the proper way of acknowledging the generous contributions of your supporters, please contact our offices for additional assistance.

