

DOL

FLSA

WHD

THE
CHURCH+
LAWYERS

PAID

EMPLOYEE

UNPAID

INTERN

OLD : RIGID

6 PART

“ALL OR NOTHING” TEST

THE
CHURCH+
LAWYERS

NEW : FLEXIBLE

CASE BY CASE

“PRIMARY BENEFICIARY” TEST

THE
CHURCH+
LAWYERS

NONPROFIT RULES

STATE LAWS

THE
CHURCH+
LAWYERS

CHECKLIST FOR VOLUNTEER RECRUITMENT