



# Christ Church reformed presbyterian

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Dear Employer:

Our church community understands that constitutional religious liberties in a diverse marketplace present challenges for employers. That is why Christ Church Reformed Presbyterian wants to articulate clearly our sincerely held religious beliefs and request reasonable accommodation for the church member bearing this letter so that they would not be scheduled to work on Sundays.

We believe and instruct our members that God teaches us to love and obey Him by following the moral law summarized in the Ten Commandments. These include commandments not to murder and not to steal (the sixth and eighth commands), as well as the fourth commandment which sets aside the Sabbath (Sunday) as a day for worship and not for labor: “Remember the Sabbath day to keep it holy. Six days you shall labor and do all your work, but the seventh day is a Sabbath for the Lord your God” (Exodus 20:8-10). There are many religious, social, and health benefits that flow from adherence to this command.

Our official church documents, called the Westminster Standards, explain: “the fourth commandment requires the keeping holy ... one whole day in seven, to be a holy Sabbath;”<sup>1</sup> and, “the Sabbath is to be sanctified by a holy resting all that day ... and spending the whole time in the exercises of God’s worship.”<sup>2</sup> We also believe and it is stated in our church standards, that because Christ’s resurrection occurred on the first day of the week (a Sunday), the Sabbath is to be observed on that day each week: “From the resurrection of Christ the day was changed to the first day of the week [i.e. Sunday], which in Scripture is called the Lord’s Day, and is to be ... the Christian Sabbath.”<sup>3</sup>

Therefore, please consider what reasonable accommodation can be made so the bearer of this letter can practice their religious conviction of resting and worshipping the whole day on Sunday. We want to express our appreciation for every effort you make to enable one of our church members to honor this doctrine of our faith. We would also point out that, in addition to requiring rest on Sunday, the fourth commandment also requires diligent labor the rest of the week. We believe the bearer of this letter would gladly adjust their schedule as able on the other days of the week in order to accommodate this simple religious conviction.

Thank you for your consideration.

Christ Church Reformed Presbyterian

<sup>1</sup>Question #58 of the *Westminster Shorter Catechism*, a governing document in the Reformed Presbyterian Church.

<sup>2</sup>Question #60 of the *Westminster Shorter Catechism*.

<sup>3</sup>*Westminster Confession of Faith*, chapter 21, paragraph 7.