

RE: Accommodation for Religious Belief and Practice

To Whom It May Concern:

_____ is a member in good standing and in regular attendance at the Bible Christians Fellowship of the Spirit Church of which I am the pastor. I write this letter, as support for our member's request to be nonscheduled for the religious observance of the Sabbath in harmony with the Old and New Testament teachings of the Bible.

Like millions of other Sabbath observers around the world, this member is unable to perform secular activities, employment or otherwise, during the 24 hour period from sunset Friday to sunset Saturday. They do not request to have the Sabbath off in order to have an extra day at home to catch up on odd jobs or to engage in recreation or amusements. Secular activities--shopping, sports, employment, and entertainment--are laid aside. The Sabbath is a sacred time devoted to God.

Some accommodation options suggested in the Guidelines on Religious Discrimination because of Religion are:

1. Change employee to a shift or department that does not operate on Friday night or Saturday.
2. Swap shifts with another employee.
3. Work on Sunday or holidays in place of Saturday.
4. Work a flexible schedule so that he can leave the job on Friday afternoon, before sundown.
5. Make a Temporary accommodation while a permanent one is being arranged.

If I can be of any assistance, I will be happy to discuss this as appropriate to your needs.

Sincerely yours,



Devin D. Williams, Pastor
Bible Christians Fellowship of the Spirit