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CATALOG
January 2025



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CATALOG OF
The Robert E. Webber
Institute for Worship Studies



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The Robert E. Webber Institute for Worship Studies
Catalog June 2024

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INTRODUCTION TO
The Robert E. Webber
Institute for Worship Studies





A Message from *the* Founding President Robert E. Webber (1933 – 2007)

Dear Reader,

Here is a question I have heard again and again: “Where can I go to study worship—not music—but worship?”

The Institute for Worship Studies was founded with that question in mind. More and more professors of church music, music ministers of the local church and pastors realize there is a gap in their education. They have the music education and the skills for music and worship leadership, but they lack the knowledge of the biblical foundations, historical development, theological reflection and cultural analysis for effective worship ministry in today’s world. The Institute for Worship Studies was founded to meet this need and prepare leaders for the changing task of worship ministry.

Here is what I have observed in the last few decades: music ministry and worship leadership have been going through a significant change. Formerly, a music minister or a worship leader was only in charge of music or worship leadership. Their task was to oversee a division within the church that concentrated on everything musical pertaining to public services. But now, music and worship leadership has evolved into a pastoral ministry. The ministry includes more than the entire musical life of the church. What was once only music is now worship teaching, worship evangelism, worship spirituality and even counseling. Most music and worship pastors are not prepared for the shift. At the Institute for Worship Studies we know this, and we are prepared to help.

The Institute for Worship Studies does not offer music courses. We assume our students have this knowledge and skill. Instead, we concentrate entirely on the process of helping them become worship pastors.

Being a worship pastor in today’s complicated world is no simple matter. Worship needs a foundation in the theological disciplines, in the personal disciplines of spirituality, in the disciplines that create and sustain community, and in those disciplines that empower all the ministries of the local church.

Training in the disciplines of worship is the goal of the Institute for Worship Studies. We teach those who teach, lead those who lead and pastor those who pastor.

If this is the kind of education you have longed for, and if you qualify for our Doctor of Worship Studies or our Master of Worship Studies, we would love to hear from you. We exist to serve you as you serve the local church or teach in college or seminary.

The Lord be with you.

Robert E. Webber, Founding President

Dr. Robert E. Webber founded the Institute for Worship Studies in 1998. From 1968 to 2000 he served as Professor of Theology at Wheaton College, and was named Professor Emeritus upon his retirement in 2000. He was appointed William R. and Geraldine P. Myers Professor of Ministry and Director of the M.A. in Worship and Spirituality at Northern Baptist Theological Seminary in the fall of 2000. Bob died April 27, 2007, after an eight month struggle with pancreatic cancer. In January 2007, the Board of Trustees unanimously voted to change the name of IWS to the Robert E. Webber Institute for Worship Studies in honor of the vision, accomplishments and contributions of Bob Webber.



A Message from *the* Acting President

Dear Reader,

IWS was launched at the turn of a new millennium. Its first class was held in June 1999. By God's grace, this year we are celebrating our twenty-fifth anniversary. What God has done under the leadership of two presidents, a committed faculty, dedicated administrators and a remarkable student body and alumni is beyond what even our founder, Robert Webber, would have dreamed. "The LORD has done this, and it is amazing to us" (Ps. 118.23, NASB).

When you turn the pages of this Academic Catalog, you will begin to understand what the Robert E. Webber Institute for Worship Studies is all about. We are a graduate academic institution, but we are so much more. We are a community of learners that seeks not only information, but formation. We are centered in our mission to *form servant leaders in Christian worship renewal and education through graduate academic praxis, grounded in biblical, historical, theological, formational, cultural and missiological reflection in community.*

Our faculty is committed to academic depth and integrity as well as praxis—helping students apply their learning in their own context. After all, we are committed to the renewal of Christian worship; this can only happen when we are renewed both in our understanding of worship and in our ability to let that understanding shape local worshiping communities for which we have oversight. All our professors are both scholars with terminal degrees in their field and experienced practitioners.

Our strongest feature is community. It is born out everywhere: through class cohorts whose members become dear friends, classroom collegiality not only student-to-student but also faculty-to-student, worshiping together through daily chapel services, convocations, and graduation services, eating together at meals, the in-person global exchange of students representing six of the seven continents on earth, appreciating the widespread Christian denominational traditions represented among students and faculty, and in many other ways.

We're excited that you are on the journey of worship renewal with us.

God bless you,

Constance M. Cherry, Acting President

Mission Statement

The Robert E. Webber Institute for Worship Studies (IWS) forms servant leaders in Christian worship renewal and education through graduate academic praxis, grounded in biblical, historical, theological, formational, cultural and missiological reflection in community.

IWS Vision

IWS graduates will be academically and spiritually formed servant leaders who participate intentionally in the story of the Triune God, fostering renewal in the local and global church by shaping life and ministry according to the fullness of that story.

Statement of Faith

The Institute for Worship Studies, its trustees, administration and faculty confess the historic Christian faith. We affirm the centrality of Jesus Christ and the authority of Scripture as interpreted through the Church in all matters of faith and practice. Thus, we confess with the Church the summary of faith handed down throughout history and broadly affirmed by Christians around the world:

Apostles' Creed

I believe in God, the Father almighty,
Maker of heaven and earth.
I believe in Jesus Christ, his only Son, our Lord.
He was conceived by the power of the Holy Spirit,
Born of the virgin Mary,
Suffered under Pontius Pilate,
Was crucified, died and buried.
He descended into hell.
On the third day, he rose again from the dead.
He ascended into heaven, and is seated at the right
hand of the Father:
He will come again to judge the living and the dead.
I believe in the Holy Spirit,
The holy catholic church,
The communion of saints,
The forgiveness of sins,
The resurrection of the body,
And the life everlasting.
Amen.



IWS Core Values

IWS serves God's action in history to express his lordship over all creation through worship situated in the Divine Narrative.

1. IWS is evangelical in nature and ecumenical in outlook, embracing and serving the whole church in its many expressions and variations of the Christian faith, particularly articulated by the consensus of the ancient Church and its guardians in the traditions of Eastern Orthodoxy, Roman Catholicism, the Protestant Reformation and the Evangelical awakenings and heritage.
2. IWS emphasizes God's story of creation, incarnation and recreation through which God brings the entire cosmos under the reign of Christ, and the rehearsal of that story in Christian worship.
3. IWS draws on the classical interpretation of Scripture as contained in the Old and New Testaments, and affirmed by the Apostles' Creed, the Nicene Creed, and the Council of Chalcedon, together with the affirmation of an evangelical grounding and ecumenical outreach.
4. IWS offers an ongoing critical appraisal of Christian worship, with an open mind and heart to an authentic faith and practice in the twenty-first century.
5. IWS intentionally remains a self-sacrificing, simple school of students involved in an intense spiritual interaction with each other, not unnecessarily encumbered by building ownership, big budgets and a large full-time staff.
6. IWS "teaches those who teach," continuing to raise up leaders around the world whose ministries are grounded in intentional biblical, historical, theological, formational, cultural, and missiological reflection.
7. IWS pursues its vision through an educational methodology that combines an on campus experience of academic learning and spiritual community, distance learning components and up-to-date technology.

In addition, IWS is committed to:

- the centrality of Christ and the Scriptures,
- the importance of creating and sustaining Christian community,
- an evangelical perspective with an intentional ecumenical outlook,
- a student-directed and personally reflective learning process,
- the enhancement of local congregations through practical application papers and projects, practicums, special services and the like, and
- openness to variety in worship patterns.

Institutional Goals

1. Programs (Academic and Spiritual Formation)

- a. IWS will offer rigorous academic programs leading to masters and doctoral degrees in Christian worship.
- b. IWS will purposefully integrate theory and practice in our academic programs.
- c. IWS will ground our academic programs in biblical, historical, theological, formational, cultural, and missiological reflection in community.
- d. IWS will cultivate Christ-like servant leaders for the global church, shaped by the Divine Narrative rather than the cultural narrative.

2. Possessions (Facilities, Finances, Resources, and Technology)

- a. IWS will retain and/or maintain appropriate facilities, encourage community life for on-campus sessions, and provide necessary space and resources for our local administrative staff and library.
- b. IWS will control tuition and other student costs by focusing expenditures on people, technology and appropriate infrastructure rather than large capital projects.
- c. IWS will maintain a financially stable infrastructure that is consistent with the mission and vision of IWS, including having adequate reserves and restricted funds for long-term sustainability.
- d. IWS will provide the academic and practical resources necessary for quality academic reflection and research, including appropriate physical and electronic learning resources.
- e. IWS will maintain up-to-date technology and provide essential training to facilitate the development of an intentional online academic community.

3. People (Faculty, Students, and Staff)

- a. IWS will recruit and support faculty members that are highly qualified, both academically and professionally, spiritually mature, active in Christian ministry, and deeply and personally committed to the lordship of Jesus Christ and the mission of IWS.
- b. IWS will recruit, support, and teach students from the United States and other countries who are academically prepared, spiritually committed, and engaged actively in Christian ministry.
- c. IWS will recruit and support well-qualified staff members to provide all necessary student services and other administrative leadership.
- d. IWS will offer an on-campus experience that is semi-monastic, designed to create a strong sense of community among the students, faculty, staff and alumni of IWS that can be continued and enhanced in the online environment.
- e. IWS will provide opportunities for encouraging the ongoing academic, spiritual and ministerial development of its alumni.

Every attempt has been made to align our educational goals with our mission statement. These goals reflect the commitment of IWS to an organic understanding of a story-formed approach to the Christian faith. We are committed not only to the unity of all knowledge of God's story in history but also to all ministry as applied theology. We do not sever ministry from God's story, but situate it in God's story through reflection in the biblical, historical, theological, formational, cultural and missiological disciplines. We seek therefore to form all ministry by the Divine Narrative, not the cultural narrative.

History

The Institute for Worship Studies was conceived in the early 1990s by Robert Webber. The goal from the beginning was to offer academic courses to train pastors, music ministers, worship leaders, theologians, church leaders and lay people to understand and practice renewed worship.

In the mid-nineties, two programs were begun in conjunction with established seminaries. A program of studies leading toward the Doctor of Ministry (D.Min.) was begun in connection with Northern Baptist Seminary in Lombard, Illinois. At the same time a Master of Theological Studies (M.T.S.) in worship studies was established at Tyndale Seminary in Toronto, Canada.

Numerous applications were made to Northern by music ministers and worship leaders who had completed their master's degrees in music, but wanted doctorates in worship studies. Because a Master of Divinity was required for entrance into the D.Min. program, these students were rejected for graduate study.

It was Robert Webber's conviction that there should be a doctoral program of worship study with wider admission standards. This degree should teach worship from a biblical, historical, theological and cultural perspective without requiring a theological master's degree or its equivalent.

James Hart, then the music minister of Grace Episcopal Church in Orange Park, Florida, committed the use of their church campus for the school. Hart made the appropriate connections in the state of Florida, and the Institute for Worship Studies was established as an authorized non-profit school in the state of Florida with assistance through membership in the Florida Council of Private Colleges, a state-approved educational association.

The Institute for Worship Studies opened with its first class of twenty students in June of 1999. The Master of Worship Studies program began in 2002. Since that time, IWS has grown steadily and matriculates an average of 55 new students a year. As a result of this growth, IWS moved to the campus of Hendricks Avenue Baptist Church in October of 2015.

Students have been enrolled from more than 100 denominations and fellowships, from nearly every state, and from more than 30 countries.

“The goal from the beginning was to offer academic courses to train pastors, music ministers, worship leaders, theologians, church leaders and lay people to understand and practice renewed worship.”



Accreditation

The Robert E. Webber Institute for Worship Studies (IWS) is accredited by the Commission on Accrediting of **The Association of Theological Schools (ATS)** and is approved to offer the following degrees: Master of Worship Studies and Doctor of Worship Studies. In addition, IWS is approved for comprehensive distance education. 10 Summit Park Drive, Pittsburgh PA, 15275-1110, (412) 788-6505 (www.ats.edu)

IWS is also a member of the Florida Council of Private Colleges (FCPC), which represents its member independent colleges and universities before any government and/or educational agency. For more information, please visit www.fcpc-edu.org. IWS holds religious exemption status with the Commission on Independent Education in the State of Florida.



The Unique Nature of the Institute *for* Worship Studies

The Only Institute of Its Kind

- The Institute for Worship Studies is the only accredited institute in North America exclusively designed for graduate studies in worship with the commitment of forming servant leaders in worship renewal.
- A student can earn a graduate degree in church music in any number of schools. However, students who desire an education in the biblical, historical, theological and cultural disciplines of worship will find that only at the Institute for Worship Studies where every course is focused on worship content.
- All courses are designed with an “ancient-future” perspective.

We Model the Future of Education

- IWS combines one-week January and June on-campus intensive classes with quality distance learning interaction during each 5 month term.
- We have an attractive user-friendly campus, yet own no buildings.
- Students study with a world class faculty of worship scholars, yet we have no full-time faculty.

We Learn in Community

- In the one-week intensives, we eat together, study together and experience community based on honest and open relationships.
- We are diverse in ethnicity, gender, age, and denominations.

We Continue to Learn Online

- We keep in contact with professors and each other through such means as discussion board conversations, email communications, appropriate online social networking, etc.



COMMUNITY
Life





A Message from *the* Chaplain

Dear Reader,

Psalm 92:13 admonishes us to be “planted in the house of the Lord” and to “flourish in the courts of our God.” IWS is a community of Christ-followers where we hope you will become rooted and flourish. Authentic Christian community comes out of the loving community of our Triune God into which we are invited. As your Chaplain, it is my desire to create space and opportunity for you to flourish as you encounter God in fresh ways.

One of the highlights of our week together is our practice of communal meals, creating table fellowship that is vital in the building of our community. As we gather for each meal, we are led in a sung prayer by a faculty member. Morning chapel is held immediately following breakfast each day. IWS Chapel embraces the Ancient-Future ethos of which our founder Robert Webber was a proponent, and features a convergence of musical styles including multi-cultural songs, a Scripture presentation and short inspirational talk, spontaneous and liturgical prayer, and a joyous “passing of the peace” to conclude the service.

Chapel talks, which endeavor to move us into our days with our hearts and minds focused on Jesus, prayerfully take into consideration the unique needs of each group on campus, the Church calendar, the pursuit of excellence in education, and the goal of spiritual formation. I’m committed to sharing Chapel leadership so you will often hear two-three different people speak during the on-campus week. My 30+ years of missionary work add a global flavor to my chapel messages as I draw from my own experiences, bringing in art and stories from both American and international sources, to creatively flesh out the Scripture passage that informs the theme.

Additionally, IWS is committed to prayer. I have set up two individual or small group prayer rooms that are open for student use at any time. My Assistant Chaplain and I both take individual prayer appointments. We want you to be assured of a safe place to process life on all levels (education, ministry or job concerns, sin issues or other sensitive areas, counseling referral needs). As a trained Spiritual Director, I am committed to listening to the Holy Spirit together with those desiring to seek discernment or grow in their faith. We begin most days with optional early Morning Prayer and end with Evening Compline. Many of our faculty and staff are ordained ministers or trained counselors and are found praying with students at meals or even stopping a class to pray as needs emerge.

The chorus of Sandra McCracken’s prophetic song, “We Will Feast in the House of Zion,” resonates deeply with me as I think about community life at IWS:

*We will feast in the house of Zion
We will sing with our hearts restored
He has done great things, we will say together
We will feast and weep no more*

I look forward to journeying together with you in your IWS pilgrimage, seeing you flourish with your heart restored!

Grace and Peace,

Nancy Nethercott, Chaplain

Chapel

Even the stunningly beautiful cruciform architecture of Hendricks Avenue Baptist Church enhances our quest to unite our hearts and voices in praise of Father, Son and Holy Spirit with those of the saints of every age who have gone before us.

“Our chapel worship is refreshingly simple, and is based on the traditional monastic threefold pattern of worship. The model consists of praise, Word and prayer.”

Our chapel worship is refreshingly simple, and is based on the traditional monastic threefold pattern of worship. The model consists of praise, Word and prayer. The sung parts of the service are designed with stylistic convergence in mind, and feature elements of well-known hymns and praise choruses, songs from Taize, simplified Anglican chant and even Gregorian chant.

IWS Chaplain Nancy Nethercott and the members of her chaplain team bring a ten-minute talk each morning, and seek to touch on topics relevant to worship, worship-leading, and the life of the Spirit forming the Christ-community among us gathered and wherever we

return to serve locally.

Every morning space is made for spontaneous prayer, as well as opportunity given to pray liturgically. Our service concludes with a victorious unison community proclamation of the mystery of faith: “Christ has died; Christ is risen; Christ will come again!” Then the peace of the Lord is exchanged as we go forth to work, study and serve the Lord.

Our service concludes . . . “Christ has died; Christ is risen; Christ will come again!”



Community Meals

Eating together is one of the most important things we do to establish and express community. Eating is the context for establishing relationships and transforming casual relationships into deep lifelong commitments.

There is no pecking order in our eating. Sometimes a student will eat with a particular faculty member, but mostly students and faculty sit down at the nearest table to talk and to get acquainted more fully with a person from another class.

Great conversations develop around the tables: conversations about faith, ministry in the academy and ministry in the church. Sometimes discouraged hearts are lifted; other times a word of wisdom and direction is heard; but most of all, deep bonds are established and wounds are healed as people talk through ministry issues and learn from each other. Ministries are empowered. Lifelong relationships are made. Fellowship, even fun, is experienced by all.



“Eating together is one of the most important things we do to establish and express community.”



Student Life

Location: Jacksonville, Florida



Jacksonville is situated on the St. Johns River in the historic First Coast region of Northeast Florida. The Jacksonville metropolitan area's proximity to area lakes, beaches, world-class golf courses and other outdoor attractions have made this community a popular locale for both residents and visitors. Nearby historic attractions include St. Augustine (the nation's oldest city), Ft. Caroline National Monument (settled by the French Huguenots in 1564), Kingsley Plantation (Ft. George Island, built in 1792) and the Golden Isles of southeast Georgia (Cumberland Island, Jekyll Island, and St. Simons Island).

Jacksonville is just a few miles from the majestic Atlantic Ocean. The semi-tropical, sun-kissed climate enjoys seasonal fluctuations but remains relatively temperate year-round.

Campus

Hendricks Avenue Baptist Church (HAB) hosts the Institute for Worship Studies.

The church is located at 4001 Hendricks Ave., Jacksonville, FL. HAB has a large, beautiful campus. It is situated just a few blocks from the picturesque St. Johns River

in San Marco, an historic part of Jacksonville located just south of downtown. Particular outreach emphases of the church include fine arts, sports, special needs children and adults, and counseling. Additionally, three immigrant congregations hold weekly worship services at the church.

Morning chapels and evening worship practicums are held in the elegant main church building. Classes are convened in various classrooms around the HAB campus. The church's fellowship hall serves as the refectory and activity hub for the week. The Family Life Center Building houses the school's administrative offices and student lounge with wireless internet access. The IWS library is located in the south end of the campus in building D. A small bookstore is located on campus. There are a number of grocery stores, shops, malls and restaurants nearby, some within walking distance of the campus.

Housing

IWS students have a few options available for housing during the on-campus sessions. Current housing information may be found in the Student Life section of the website at iws.edu/student-life/intensives/housing.

1. IWS makes arrangements at a nearby hotel to reserve a block of



rooms for students at a reduced rate. Please visit the web address above to see what the official IWS hotel is for each session. Students may also choose to select a different hotel in the area. Other available hotels are also listed on our website. Some students share rooms to help reduce the cost incurred from staying in a hotel. Regardless of which hotel option students choose, they are responsible for making their own reservations and for the cost of the hotel.



2. IWS has a Host Family Program available to students registered for the current academic session. Members of local churches graciously offer students a room with a nearby bath in their home for the week of the session. Some homes are very close to campus while others may be some distance away. Students wishing to take advantage of this opportunity must complete the **New Housing Request Form** found on the website by the deadline posted there. *Note: CWF students are not eligible for the Host Family Program.*

Home stays are free of charge. **Transportation to and from campus is the responsibility of the student.** Please see the website for the full set of guidelines and for the New Housing Request Form.



Meals

All meals during the intensive session are eaten together in the fellowship hall on campus for the purpose of building a strong sense of community. The food will be balanced and healthy with a good variety of foods being offered at each meal.

Our meal service prepares for a set number of people each day, therefore partial meal payments are not allowed.

Since Sunday is a personal day, no meals will be offered that day. Students who stay with a host family are responsible for their own meals. The host family may



invite their student to share a meal with the family, but it is not to be expected.

The meal fee is invoiced concurrently with the other session fees.

Transportation

Students are responsible for their own daily transportation to and from campus. Students who do not have a car available will need to make their own arrangements to carpool with other students or to use ride sharing services such as Uber or Lyft.

For international students, IWS does offer transportation to and from the airport. This is arranged through the IWS office. Please send international travel information to office@iws.edu.

Daily Schedule

- 7:30-8:15 Breakfast
- 8:30-9:00 Morning worship
- 9:00-12:00 Morning class sessions
- 12:15-1:00 Lunch
- 1:15-4:15 Afternoon class sessions
- 4:15-5:30 Free time
- 5:30-6:30 Supper
- 6:30-8:00 Practicum or lecture with discussion

Each session will begin with an orientation for all new students followed by the Presidential Address for all students.

There is a dinner hosted by the Hendricks Avenue Baptist Church congregation prior to the Opening Convocation each session. Opening Convocation is a worship service and includes a celebration of Holy Communion.

Sundays:

There are no scheduled IWS Sunday morning worship services. Students may attend services at any local church and are encouraged to attend one in a different tradition from their own.

In June only, IWS holds commencement exercises for graduating students on Sunday afternoon.



Choir and Instrumental Ensemble

IWS students are invited and encouraged to participate in the choir and instrumental ensembles for the Opening Convocation and Commencement services. Students interested in participating in either of these opportunities may contact the IWS Director of Music for more information about rehearsal times and locations.

Orientation

Students on campus for the first course of their degree program arrive early for orientation. Orientation will help facilitate community building, train students in research techniques, and equip them to use the technological tools required for IWS. The one-time orientation fee is invoiced concurrently with the other session fees.

Other Information Regarding Student Life

1. The on-campus experience is semi-monastic in that it is designed to create a strong sense of community among students, faculty, and staff of IWS. The communal ethos is reinforced by our corporate times of worshipping, studying, eating, fellowshiping and ministering together. It is also reinforced by the interactions during the year on the message boards, email and social media.
2. There is no dress code for the on-campus intensive. Florida is hot and humid in June, and cool (sometimes even cold) in January, so students should check the weather forecast for Jacksonville and pack accordingly. All of our buildings are well air-conditioned in the summer and heated in the winter.

Comfortable shoes and an umbrella and/or rain jacket are also recommended.

3. IWS is partnering with Faithlife Corporation and its well-known Bible software, Logos. Through their innovative “Textbook Inclusive” program all IWS students will now access all



required textbooks in electronic format. Some courses may require supplemental texts that the student will purchase apart from the Textbook Inclusive program. The program includes access to Logos Basic Academic and its included offerings. Books will be accessed within each course, are searchable, and belong to the student for life. Logos also includes powerful note-taking tools, including a citation generator.

There is a small on-campus store that carries a limited selection of books written by our faculty, alumni, past speakers and IWS merchandise.

4. Students will be issued an IWS Student ID Card that serves as their library card and may be presented at establishments that offer student discounts on products and services.



“The on-campus experience is semi-monastic in that it is designed to create a strong sense of community among the students, faculty and staff of the Institute.”





PROGRAMS OF
Study





A Message from *the* Academic Dean

Dear Reader,

IWS is a place of worship and wisdom. Psalm 111 suggests that worship includes pondering, or studying God's works ...the giving of the land, material blessings of creation, his precepts, redemption, and his covenant promises. The Psalmist's conclusion following this contemplation is that the fear of the LORD is the beginning of wisdom.

Fearing the Lord is true, Biblical worship – acknowledging God's character and His great deeds of salvation, as well as loving Him, serving Him and walking in His ways.

Academic pursuits cannot teach you wisdom; what they can do is fertilize the tender soil in which wisdom grows. The skills that you are learning are building blocks for fulfilling the purpose God has for you. The relationships that you are developing are expanding your connection to the Church. The work that you are doing is worship.

Your professors are committed to the unchanging Gospel of Jesus Christ. We pray that you will grow in wisdom that is first pure, then peaceable, gentle, open to reason, full of mercy and good fruits, impartial and sincere.

We pray that you will learn to walk in a manner pleasing to the Lord, with joy, giving thanks and bearing fruit, for this is worship! We pray that you will never lose sight of the wonder of the Gospel, proclaiming it together to each other and to the world, for this is worship!

While you are a student, bask in an environment where study and worship are intertwined in a way that you may never encounter again, where the classroom is a sanctuary and the sanctuary is a classroom. Find sacred moments in each lesson, each hour of study, each meal with professors and colleagues, each worship gathering - moments that lift you to the throne room of God.

May we all make this prayer of Charles Spurgeon our own: "Lord, help us to study your works, and henceforth to breathe out hallelujahs as long as we live."

In His service,

Dinelle M. Frankland

Dinelle Frankland, Academic Dean & Acting Provost

Educational Philosophy

Education in the modern world was primarily teacher-based. The student, it was supposed, came to class with little or no knowledge of the subject, sat under the instructor, and at the end of the course demonstrated how much of the instructor's knowledge had been imparted through a test or a paper.

At the Institute for Worship Studies we do not follow this model. We follow the philosophy of learner-based education. In this philosophy of education the focus is on a student-directed process of learning.

Here is how it works: The majority of students who come to study at the Institute for Worship Studies are already accomplished in the field of ministry. Some have ten, twenty, even thirty years of experience in the classroom, in music and worship ministries and/or in the pulpit. At the Institute for Worship Studies, we value this background and experience and treat students with respect for their wisdom and accomplishments. Instead of having a typical teacher/student relationship, we enjoy a collegiality in which all of us together are learning. Therefore, the teacher uses his or her knowledge in the field to stand alongside the student and facilitate his or her learning. In addition, students matriculate throughout the programs in class cohorts, developing relational learning communities and life-long friendships.

Each course has a particular content and students are to work

within the parameters of its subject. Each person is asked to think, "How can this material be integrated into my ministry?" With that question in mind, the learner appropriates the material of the course into his or her work—the classroom, week-by-week worship planning or preaching

create a dynamic learning situation. Presentations will be made. Discussions will follow. In this setting, the class thinks reflectively with the biblical, historical, theological, missiological and cultural disciplines. The third part of the process is for each student, having dialogued with the material, to prepare a paper or project integrated with his or her ministry. For example, a college or seminary professor may create a syllabus for a course, a worship pastor may plan services or a pastor may plan a series of sermons. This material is turned in at the end of the semester for evaluation.

Each semester lasts for approximately five months. During this time the student may use the discussion board or email fellow students and faculty for continued interaction on his or her project.

In these and other ways, the Institute creates an atmosphere of learning in community. It is an exciting venture in high-powered but non-competitive intelligent and experiential learning. As one student said, "I've never been involved in education like this. Why can't all schools teach this way?" In response one student, a seminary professor in one of the largest seminaries in America, said, "This is the future of education. Someday all education will be like this." Whether it will or will not be so, we like to think we are a different sort of school. And we intend to keep it that way.

*"This is the
future of
education.
Someday all
education will
be like this."*

—DWS student

preparation. In this way the learner is not working for the teacher, but for his or her own knowledge and immediate use in ministry.

The process of this learner-based education is threefold. It begins with a pre-course reading assignment. During this time the student is asked to identify how this material can enhance his or her ministry (identify an issue). The second stage is to interact with the material in the classroom situation. Courses are taught by highly qualified teachers who combine knowledge and experience to

Doctor of Worship Studies

Description of the Doctor of Worship Studies Degree

The Doctor of Worship Studies degree is a unique and ground-breaking program with its entire curriculum formed around worship studies. It is designed for church leaders including worship leaders, pastors, music ministers, parish musicians, professors, worship teachers, liturgists, artists, missionaries, etc. Every course deals specifically with worship, yet integrates the classic theological disciplines as well. Students who graduate from this course of study will be able to reflect on worship through the disciplines of Scripture, history, theology and cultural analysis. All studies are geared toward the mission of the church to give witness to God's redeeming work in the world and to fulfill the mandate of the Great Commission.

The purpose of the doctorate program is not only to educate, but to encourage spiritual formation so as to prepare the student to minister to both the minds and the hearts of God's people. The Institute for Worship Studies will help you:

- Re-evaluate your personal spirituality ministry in light of cultural contexts, including the shift from modernity to postmodernity.
- Develop the ability to think deeply about your ministry as it relates to the disciplines of theological thought and to the ministries of the church.
- Learn how to listen to the text of culture and to discern how biblical faith is communicated within multiple cultural settings.
- Consider your own ministry goals as they pertain to the material of each course.

The Doctor of Worship Studies Requirements

The Doctor of Worship Studies program is a 36 credit hour course of study. It consists of four six-hour courses for 24 credit hours, a two-hour online writing and research course, a two-hour practicum course, and an eight-hour thesis course.

Each course is offered in a one-week in-person intensive. These one-week intensives meet in January and again in June. Attendance at the on-campus intensive is required. All courses are offered in each term. In addition to the on-campus component, each course consists of a pre-campus assignment, and a post-class assignment due approximately three months after the on-campus intensive. Students who elect the regular program of study will complete work for the doctorate in three years. The four core courses will be taken in a two-year sequence starting in either January or June of each year. A third year is

required to complete the thesis.

Some applicants may need to complete additional work. Should the applicant's Masters level work lack biblical, theological, and hermeneutical foundations, the doctoral student will be required first to complete a self-paced biblical equivalency evaluation taken prior to the on-campus session. The results of the evaluation will provide the student with steps that may be taken in order to strengthen their readiness for DWS 701. The applicant may begin the evaluation process as soon as they have been accepted to IWS. A small fee is required for the evaluation. Second, these applicants will be required to enroll in BIB 501(B)online, an instructor-based biblical interpretation course taken concurrently with DWS 701. All DWS students will be required to enroll in the online course WR701. This two credit-hour course guides the student through the beginning stages of researching and writing a doctoral level paper, particularly in the discipline of worship studies. This class will begin 6 weeks prior to the on-campus session. WR701 must be passed with at least a "B" in order to continue in the DWS program. Tuition fees apply to BIB 501B and WR 701.

Overview of the Doctor of Worship Studies Degree Curriculum (36 hrs)

| | |
|-----------|---|
| DWS WR701 | (online) Writing and Research Fundamentals <i>2 credit hours</i> |
| DWS 701 | The Biblical Foundations and Historical Development of Christian Worship, <i>6 credit hours</i> |
| DWS 702 | The Renewal of Sunday Worship: Music and the Arts, <i>6 credit hours</i> |
| DWS 703 | The Christian Year: Forming Congregational Spirituality, <i>6 credit hours</i> |
| DWS 704 | The Sacred Actions and Ministries of Christian Worship, <i>6 credit hours</i> |
| DWS-P | Practicum Course, <i>2 credit hours divided over 3 terms</i> |
| DWS 801 | Thesis/Project, <i>8 credit hours</i> |

DWS Program Outcomes

1. Biblical foundation of Christian worship

The student will understand, as well as demonstrate the ability to articulate and evaluate, worship rooted in and declaring the story of the Triune God as expressed in the Scriptures.

2. Historical development of Christian worship

The student will understand, as well as demonstrate the ability to articulate and evaluate, major trajectories in the practice of Christian worship through culture and time for use in assessing current expressions of Christian worship.

3. Theological reflection on Christian worship

The student will understand, as well as demonstrate the ability to articulate, a scripturally rooted, historically informed Christian theology of worship to guide the planning and evaluation of Christian worship.

4. Cultural reflection on Christian worship

The student will understand, as well as demonstrate the ability to articulate and evaluate, ways in which culture informs and shapes expressions of Christian worship, past and present.

5. Missiological reflection on Christian worship

The student will understand, as well as demonstrate the ability to articulate and evaluate, the centrality of God's mission, with respect to the Church's worship, founded on the scriptural revelation of the Triune God.

6. Methodological skills for studies in Christian worship

The student will demonstrate the ability to research, evaluate and articulate concepts related to Christian worship, using scholarly materials (primary and secondary) and the theological action-research methodology.

7. Ministerial skills in Christian worship

The student will understand, as well as demonstrate the ability to articulate, implement and evaluate, key concepts related to Christian worship in a particular setting.



Descriptions of the DWS Courses

WR 701 - online

Graduate Research and Writing (2 hrs)

Instructor: Melody Kuphal

This course guides the student through researching and writing graduate level papers, particularly in the discipline of worship studies. Offered in a completely online, six-week format. The beginning date is approximately 6 weeks prior to the IWS session.

DWS 701

The Biblical Foundations and Historical Development of Christian Worship (6 hrs)

Instructors: Andrew Hill and Alan Rathe

Beginning with a study of the theology, institutions and practice of worship in Scripture, this course explores the ways in which biblical models can inspire worship renewal today. The biblical foundations side of the course surveys the history of biblical worship, its theological foundations, and the practice of worship as reported in the Old and New Testaments. Special emphases include investigating the relationship between spirituality and corporate worship, addressing the concepts of sacred time and sacred space, examining the place of the Psalms in Hebrew and Christian worship, probing the idea of worship as spiritual warfare, and exploring the Hebrew roots of Christian worship. The historical side of the course includes a survey of Christian worship through the centuries. This section of the course exposes students to worship in every period of Christian history in both the Eastern and Western churches. Special attention is given to exploring historical shifts in how Christian people have understood God, the church, salvation and the church-culture intersection with respect to worship.

DWS 702

The Renewal of Sunday Worship: Music and the Arts (6 hrs)

Instructors: Constance Cherry and Jeff Barker

Corporate worship of the Triune God is the central, ongoing occupation of the Christian community. Yet worship is always offered in changing times, places and cultural contexts. Therefore worship renewal that is grounded in sound theological reflection is often necessary. This is especially true today as churches

seek to take into consideration the shift into a post-modern world. This course explores how the content, form, and styles of worship are enlivened through intentional worship design and the expression of the arts. Special attention is given to the ministries of music, the performing arts and the fine arts.

DWS 703

The Christian Year: Forming Congregational Spirituality (6 hrs)

Instructors: Daniel Sharp and Jack Van Marion

This course focuses on the way the church celebrates the mighty acts of God in Jesus Christ through the observance of the Christian year. It deals with services of worship for the seasons of the Christian year, from Advent through Pentecost, and also addresses ordinary time and the daily office of prayer. Special emphasis is placed on the evangelical nature of the Christian year and on planning services that adopt the ancient traditions to current practice. Because the study of the Christian year inevitably leads to the Scriptures, this course guides students through the biblical and theological significance of each season, including the sanctoral cycle. This course gives students new insights to be used in their ministries of music and worship through the Christian year.

DWS 704

The Sacred Actions and Ministries of Christian Worship (6 hrs)

Instructors: Reggie Kidd and Amy Davis-Abdullah

This course explores the sacred actions of worship, particularly baptism and Holy Communion, from biblical and historical perspectives. It also addresses the relationship of these two actions with Christian formation and pastoral care.

DWS-P

The Practicum Course (2 hrs)

Instructor: Kent Walters

The Practicum Course sequence totals 2 credits:

DWS 702P (0.5 hour credit)

DWS 703P (0.5 hour credit)

DWS 704P (1 hour credit)

The Practicum Course is designed to enable students to explore and apply principles of worship renewal that correspond with their current course of study. Briefly, worship renewal is the recovering of biblical worship that recognizes the Triune God as the subject of worship and leads the worshiper in appropriate response to God's divine action in worship. The practicum experience allows students to focus purposefully and creatively on areas of worship renewal addressed in their classes and in their places of ministry. Students collaborate to plan and lead the IWS community in worship on Friday, Monday and Tuesday evenings of each on-campus session. Following the 702P and 703P worship segments, fellow students and members of the faculty offer feedback for the purpose of celebrating and reinforcing the worship values that shape biblical worship and facilitate genuine worship renewal. Students receive a grade of pass or fail for the course, and must complete each course concurrently with the corresponding course in the DWS curriculum.

DWS 801

The Thesis/Project Course (8 hrs)

Instructors: Vaughn Crowe Tipton and Jessica Jones

The on-campus section of this class provides specific direction on how to write a thesis or prepare a project. Guidance is given on the specific nature of the proposal and the means by which a proposal is translated into a finished project. Special attention is given to the integration of the theological disciplines into thesis/project writing. Classroom time takes place on campus during the session following the completion of DWS 704.

Students then complete their thesis or professional project at their home site under the direction of a supervisor. They are encouraged to do a thesis/project that is integrated with their ministry. The method of doing a thesis follows the same pattern and expectation of the D.Min. thesis standards in seminary education.

Initially, one year is allotted for thesis completion. Beginning with the January 2023 module, this course will incorporate an oral presentation of the student's thesis as part of the approval process. Presentations will be conducted virtually.

The Regular Schedule is as follows, following WR701:

(3 Years)

FIRST YEAR

| First Term/Either January or June Session | Second Term/Either January or June Session |
|--|---|
| <p>DWS 701 The Biblical Foundations and Historical Development of Christian Worship</p> | <p>DWS 702 The Renewal of Sunday Worship: Music and the Arts</p> <p>DWS 702P The Practicum Course</p> |

SECOND YEAR

| First Term/Either January or June Session | Second Term/Either January or June Session |
|---|--|
| <p>DWS 703 The Christian Year: Forming Congregational Spirituality</p> <p>DWS 703P The Practicum Course</p> | <p>DWS 704 The Sacred Actions and Ministries of Christian Worship</p> <p>DWS 704P The Practicum Course</p> |

THIRD YEAR

| First and Second Terms |
|--|
| <p>DWS 801 Thesis/Project</p> |

Note: All four courses are offered in both the January and June sessions. A student may begin and end in January or begin and end in June. Commencement is held in June only, on the Sunday evening midway through the on-campus session.

The Extended Schedule is as follows, following WR701:

(5 Years)

FIRST YEAR

January or June Session

DWS 701

The Biblical Foundations and Historical Development of Christian Worship

SECOND YEAR

Second January or June Session

DWS 702

The Renewal of Sunday Worship:
Music and the Arts

DWS 702P

The Practicum Course

THIRD YEAR

Third January or June Session

DWS 703

The Christian Year: Forming
Congregational Spirituality

DWS 703P

The Practicum Course

FOURTH YEAR

Fourth January or June Session

DWS 704

The Sacred Actions and
Ministries of Christian Worship

DWS 704P

The Practicum Course

FIFTH YEAR

First and Second Terms

DWS 801

Thesis/Project

Entrance Requirements

The Institute for Worship Studies follows universally accepted standards for entrance into the program of study. Students requesting admittance must have 1) a bachelor's degree; 2) a 36 credit hour master's degree (a master's degree in any field is acceptable) and 3) a ministry in the local church or a Christian organization (does not need to be a paid position).

How to Apply

Send the following to:

Director of Admissions
The Robert E. Webber
Institute for Worship Studies
4001 Hendricks Ave.
Jacksonville, FL 32207

1. A statement of 300 words or less indicating how you believe you would profit from being a part of this academic program.
2. A letter of recommendation from your pastor, or another leader in Christian ministry who knows you well.
3. A letter of recommendation from a colleague or a ministry partner.
4. Official copies of your undergraduate and master's degree transcripts sent from the degree granting institution.
5. A completed application form (see p. 63 or apply online at www.iws.edu).
6. A non-refundable application fee of \$50.00.
7. ESL students may need to submit a passing TOEFL score. Contact the admissions office for details.

Master of Worship Studies

Description of the Master of Worship Studies Degree

The Master of Worship Studies degree is a unique and ground-breaking program with its entire curriculum formed around worship studies with a decidedly ancient future posture. It is specifically designed for church leaders including worship leaders, pastors, music ministers, parish musicians, professors, worship teachers, liturgists, artists, missionaries, etc. Every course deals specifically with worship, yet integrates the classic theological disciplines as well. Students who graduate from this course of study will be able to reflect on worship through the disciplines of Scripture, history, theology and cultural analysis. All studies are geared toward the mission of the church to give witness to God's redeeming work in the world and to fulfill the mandate of the Great Commission.

The purpose of the master's program is not only to educate, but to encourage spiritual formation so as to prepare the student to minister to both the minds and hearts of God's people. The Institute for Worship Studies will help you:

- Re-evaluate your personal spirituality and ministry in light of cultural contexts, including the shift from modernity to postmodernity.
- Develop the ability to think deeply about your ministry as it relates to the disciplines of theological thought and to the ministries of the church.
- Learn how to listen to the text of culture and to discern how biblical faith is communicated within multiple cultural settings.
- Consider your own ministry goals as they pertain to the material of each course.

The Master of Worship Studies Requirements

The Master of Worship Studies program requires 36 credit hours, consisting of three online courses and five hybrid on-campus/online courses. The online courses (two credit hours each) are offered during alternating six-week time periods during the first semester. The hybrid courses (six credit hours each) are offered in a one-week intensive on the IWS campus during the January and June sessions. Attendance on campus is expected. In addition to the on-campus sessions each hybrid course has pre-session and post-session requirements.

MWS 501-504 cover the biblical, historical and cultural (including both western postmodern and global) aspects of Christian worship. These courses provide the student with the basic working tools for ministry in today's world. They provide the foundation for the fifth course, a ministry internship. The three online courses cover foundational biblical, research, and writing topics necessary for graduate level study.

The Master of Worship Studies Curriculum (36 hours)

| | |
|-------------|---|
| BIB 501 (A) | Biblical Survey, <i>2 hours (online)</i> |
| BIB 501 (B) | Interpreting Scripture, <i>2 hours (online)</i> |
| WR 501 | Graduate Research and Writing, <i>2 hours (online)</i> |
| MWS 501 | Biblical Theology of Worship, <i>6 hours</i> |
| MWS 502 | History of Christian Worship, <i>6 hours</i> |
| MWS 503 | Contextualization, Spirituality and Christian Worship, <i>6 hours</i> |
| MWS 504 | Cross-cultural Perspectives in Christian Worship, <i>6 hours</i> |
| MWS 601 | Ministry Internship, <i>6 hours</i> |

The three online courses are designed to be taken concurrently with MWS 501, but sequenced so that no student is working on more than two courses at any one time during the semester. However, they may be taken prior to MWS 501 at either the student's request or the registrar or academic dean's request. Students may also petition to receive advanced standing for the online courses as follows:

Students with graduate or undergraduate coursework from the last 10 years comparable to BIB 501 (A) and/or BIB 501 (B) may receive up to 4 hours of advanced standing for these two courses only, reducing the number of credit hours necessary to complete the M.W.S. degree. The student must provide course descriptions and have received a "B" or higher from an upper level undergraduate course. Advanced standing is not permitted for WR 501. For more information about applying for advanced standing, contact the Director of Admissions.

MWS Program Outcomes

1. Biblical foundation of Christian worship

The student will understand, as well as demonstrate the ability to articulate and evaluate, Biblical evidence for worship as participation in the story of the Triune God.

2. Historical development of Christian worship

The student will understand, as well as demonstrate the ability to articulate and evaluate, the historical development of Christian worship practices and theology.

3. Theological reflection on Christian worship

The student will understand, as well as demonstrate the ability to articulate and evaluate, the role of theology, philosophy and epistemology in Christian formation.

4. Cultural reflection on Christian worship

The student will understand, as well as demonstrate the ability to articulate and evaluate, the role of contextualization in engaging God's people in the dialogue of worship.

5. Missiological reflection on Christian worship

The student will understand, as well as demonstrate the ability to articulate and evaluate, the centrality of God's mission with respect to the Church's worship, including its global dimensions.

6. Methodological skills for studies in Christian worship

The student will demonstrate the ability to research, evaluate and articulate concepts related to Christian worship, using scholarly materials, as well as apply them to the spiritual life of the believer, with an emphasis upon the planning of corporate worship.

7. Ministerial skills in Christian worship

The student will demonstrate the ability to integrate and evaluate MWS course objectives within a local ministry context through specific, intentional and strategically supervised efforts.



Descriptions of the MWS Courses

BIB 501(A) - online

Biblical Survey (2 hrs)

Instructor: Carl Park

This course surveys the Bible, with an emphasis on God's story of creation, incarnation, redemption, and recreation through which God brings the entire cosmos under the reign of Christ, and the rehearsal of the story in Christian worship. Offered in a completely online, six-week format. The beginning date is approximately 7 weeks before the IWS session.

BIB 501(B) - online

Interpreting Scripture (2 hrs)

Instructor: Carl Park

This course is designed to give students a basic understanding of varying principles and methodologies for the interpretation of Scripture. Offered in a mostly online, six-week format. Begins the second week of the IWS session, with one day (6 hours) spent face-to-face with the instructor on the Tuesday of the IWS session. Students who are taking the course online only (that is, before they begin their on-campus work) will be assigned an additional module in place of the Tuesday face-to-face session.

WR 501 - online

Graduate Research and Writing (2 hrs)

Instructor: Melody Kuphal

This course guides the student through the beginning stages of researching and writing a graduate level paper, particularly in the discipline of worship studies. Offered in a completely online, six-week format. The beginning date is approximately 6-7 weeks following the IWS session.

MWS 501

A Biblical Theology of Worship (6 hrs)

Instructor: Dinelle Frankland

This course will explore the concept and practice of worship in the Old and New Testaments. Students will be taught a biblical theology of worship that takes into account the variety of biblical materials related to worship. This course serves as a foundation for present and future ministry.

MWS 502

History of Christian Worship (6 hrs)

Instructor: Greg Wilde

This course is an overview of the history of Christian worship, its theology and rituals from the early church to today. Special attention is paid to the rites of the first four Christian centuries and the theology of worship inspired by their development. Events and cultures engendering subsequent ecclesial groups and forms of worship are also explored.

MWS 503

Contextualization, Spirituality and
Christian Worship (6 hrs)

Instructor: Lou Kaloger

This course will address the relationship between spiritual formation and Christian worship. Course material examines cultural trends in theology, philosophy and epistemology. The centerpiece of the course is a wide-ranging look at ancient and emerging practices of Christian spirituality and spiritual formation through the lenses of worship, thought, art, architecture and society.

MWS 504

Cross-Cultural Perspectives in
Christian Worship (6 hrs)

Instructor: Pedrito Maynard-Reid

This course explores the impact of globalization on Christian worship in the 21st century. Students will examine a wide variety of contemporary cultural expressions of worship, and seek to understand how these expressions reveal the Triune God. Students will also reflect on how understanding these expressions might enable deeper engagement with the Triune God in the student's own worship setting.

MWS 601

Ministry Internship (6 hrs)

Instructor: Douglas Curry

In this course students will work one-on-one with a supervisor to design, implement and evaluate a practical ministry internship of 45 weeks. The internship is done under the direction of a field supervisor approved by the Institute for Worship Studies and follows the normative standards expected in that field of work for master's-level students. This course is designed to occur alongside both the MWS 503 and MWS 504 courses.

The Regular Schedule is as follows: (2 Years)

FIRST YEAR

| First Term/Either January or June Session | Second Term/Either January or June Session |
|--|--|
| MWS 501 A Biblical Theology of Worship | MWS 502 History of Christian Worship |
| BIB 501(A), BIB 501(B), and WR 501 BIB and WR courses are online. Students will not take more than 2 courses or 8 credits at one time. | |

SECOND YEAR

| First Term/Either January or June Session | Second Term/Either January or June Session |
|---|--|
| MWS 503 Contextualization, Spirituality and Christian Worship | MWS 504 Cross-Cultural Perspectives in Christian Worship |
| MWS 601 Ministry Internship | MWS 601 Ministry Internship (continued) |

A student may begin in January or begin in June. Commencement is held in June only.

The Extended Schedule is as follows: (4 Years)

FIRST YEAR

| January or June Session |
|--|
| MWS 501 A Biblical Theology of Worship |
| BIB 501(A), BIB 501(B), and WR 501 BIB and WR courses are online. Students will not take more than 2 courses or 8 credits at one time. |

THIRD YEAR

| Third January or June Session |
|---|
| MWS 503 Contextualization, Spirituality & Christian Worship |
| MWS 601 Ministry Internship |

SECOND YEAR

| Second January or June Session |
|--|
| MWS 502 History of Christian Worship |

FOURTH YEAR

| Fourth January or June Session |
|--|
| MWS 504 Cross-Cultural Perspectives in Christian Worship |
| MWS 601 Ministry Internship (continued) |

Entrance Requirements

Students applying for the Master of Worship Studies must have 1) a bachelor's degree and 2) a ministry in the local church or Christian organization (does not need to be a paid position).

Send the following to:

Director of Admissions
The Robert E. Webber
Institute for Worship Studies
4001 Hendricks Ave.
Jacksonville, FL 32207

1. A statement of 300 words or less indicating how you believe you would profit from being a part of this academic program.
2. A letter of recommendation from your pastor or another leader in Christian ministry who knows you well.
3. A letter of recommendation from a colleague or a ministry partner.
4. Official copy of your 120 credit hour degree transcript sent from the degree-granting institution.
5. A completed application form (see p. 63 or apply online at www.iws.edu).
6. A non-refundable application fee of \$50.00.
7. ESL students may need to submit a passing TOEFL score. Contact the admissions office for details.

Non-degree Programs

Advanced Graduate Certificate of Worship Studies

Qualified students who hold a master's degree may enroll in the DWS advanced program as non-degree students. Upon successful completion of the four core courses (each with a grade of C or higher) students will receive an Advanced Graduate Certificate of Worship Studies (AGCWS) without having to take the Thesis/Project course.

Certificate of Worship Formation

Description of the Certificate of Worship Formation

Offered in two modules, this non-credit Certificate is completed by attending the IWS intensive weeks in January and June. No previous degree is required for admission.*

While the content is drawn from the IWS master's level courses, readings and assignments are appropriately scaled for a certificate program. Each course includes pre-course reading (two books). Other assignments, in the form of reflection papers, message board posts and personal spiritual disciplines, will be completed online within the thirty days following the in-course session.

A dedicated mentor will work alongside each certificate cohort through the two modules. Certificate students will also share in the life of the IWS community while on campus during meals, worship, and prayer.

Certificate students are graded on a pass/fail basis. In order to pass the module the student must attend all IWS sessions, including class, chapels, practicums, etc. and complete all assignments as directed by the certificate mentor.

The Certificate provides a meaningful way for worship teams and individuals who are not seeking a graduate degree to enhance their formation in Christian worship, grow in community with each other, and return to their own worshipping contexts with a renewed sense of mission.

*Certificate students will have the option to switch to the Master's of Worship Studies degree program for credit during their first session no later than the Saturday of the intensive, *provided they meet the master's level admission requirements.*

Overview of the Certificate of Worship Formation

Module 1 – Biblical Foundations for Worship Formation

This module will explore the way in which the biblical narrative impacts the both corporate and personal worship. Attention is given to the historical timeline of worship gatherings, and aid in developing a theology of worship. The student will learn how to develop habits of the heart and discover how formation occurs with the gathered community.

Module 2 – Contextualization & Spiritual Formation in Worship

This module addresses the relationship between spiritual formation and worship, particularly as related to theology and contextualization. The class takes a wide-ranging look at the practices of spirituality through the lenses of worship, thought, art, architecture, and society. The student will continue the discovery of how to develop habits of the heart and how formation occurs within the gathered community.

Course Objectives

1. Be able to articulate the biblical evidence for worship as participation in the Gospel Story.
2. Be able to articulate a simple timeline of the history of Christian worship, especially as it relates to the student's own context.
3. Develop a theologically and biblically sound sensitivity to the role culture plays in formational worship, especially with respect to the student's own context. .
4. Develop a deeper understanding of the way worship is formative within the context of a gathered community.
5. Develop strong habits for practicing worship in the student's own relationship with the Triune God.
6. Pursue corporate and personal worship with a renewed passion for transformation into Christlikeness.

| Schedule | Entrance Requirements |
|---|---|
| <p>Module 1 – Biblical Foundations for Worship Formation Regular IWS Class Session + 30 days following.</p> <p>Module 2 – Contextualization and Spiritual Formation in Worship Regular IWS Class Session + 30 days following.</p> <p>A new cohort begins every IWS term (January & June).</p> | <p>Students are required to have a high school diploma. Laity or clergy, volunteer or paid staff are eligible for the certificate program. Students must have a context in which they serve in order to grow personally, offer growth to their communities, and reflect in specific ways.</p> <p>Host home housing is not available to certificate students.</p> |

Choosing between the MWS and the Certificate?

The Master of Worship Studies is an ATS accredited, Master's level degree designed for ministry professionals or volunteers. The Certificate of Worship Formation provides an overview of worship renewal, with an emphasis on lay leaders or volunteers who desire to enhance their own personal growth and contribute to the worship ministry of their own community.

| MWS or Certificate – What's right for me? | Master of Worship Studies | Certificate in Worship Formation |
|---|--|---|
| Why should I apply? | Seeking an accredited Graduate Degree in Worship Renewal | Seeking Personal Growth in Worship Renewal through a non-credit certificate |
| What education level must I have? | Holds a minimum of Bachelor's Degree (in any field) | Holds a minimum of High School Diploma (some post-secondary education is welcome) |
| Do I need to hold a position in a ministry in the local church or a Christian organization? | Fulltime/Part Time/Volunteer Position in Worship Ministry | An active member of a local church |
| What are the ministry expectations? | Capacity to earn Field Experience Has the authority to implement change for worship renewal | Desires to contribute to local church through own personal development |
| What are the academic expectations? | Master's level reading, writing and research/ students interact with professors and fellow students throughout the duration of the degree | Primarily of a reflective nature/student is assigned a mentor for the duration of the certificate |
| What is the time commitment? | Students attend a minimum of four on campus intensive weeks/can be completed in 2 years | Students attend two on campus intensive weeks in a calendar year/complete reflective papers & discussion posts within one month/completed in less than a year |
| Is Financial Aid available? | Yes! https://iws.edu/admissions/financial-information/ | No |

POLICIES &
Procedures



Academic Policies

Finances

Tuition

Tuition is \$489 per credit hour for DWS courses and \$435 per credit hour for MWS courses. Master's students are billed on a block tuition plan of \$3,915 per semester, not including fees. Tuition and fees for new and returning students are due 30 days from invoice date. A late fee of \$50 will be assessed for tuition payment postmarked after the due date.

Tuition for the Certificate of Worship Formation is as follows: \$600 per module, \$290 for meals.

Tuition rates are subject to change since the catalog was printed. For the most up to date information please visit the IWS website.

Meals—see page 20

Payment of Tuition and Fees

All international students must pay fees in U.S. dollars. All payments for tuition, meals, extension fees, incomplete fees, continuation fees and graduation fees should be sent to:

Attn: Controller
The Robert E. Webber Institute for
Worship Studies
4001 Hendricks Ave.,
Jacksonville, FL 32207

Payment may also be made by credit card on the IWS website, www.iws.edu. Students may prepay tuition to



lock in at the current tuition rate, if prepayments are made in full at the beginning of the semester before the change date. For example, typically tuition rate changes are made in June, so any full tuition prepayments made by January 1 can lock in to the January tuition rate.

Payment of Accounts

Students who owe money from the previous course will not be permitted to register or attend classes for the next course until all bills are paid.

Financial Aid

IWS has limited scholarship and grant funds available. For more information about how financial aid works at IWS and how to apply, please refer to the IWS website. If you would like to establish a scholarship fund in your name, in the name of another person, or if you know someone who would like to establish a scholarship, please contact the president of IWS at 800.282.2977.

Technology & Library Resources Fee

All students must pay a \$250 fee per person for each semester the student is enrolled, to help offset costs associated with maintaining a hybrid campus and digital library resources. Logos online book software fee varies with each class, with a range of \$80-\$100.

Graduation Fee

A graduation fee of \$325 for DWS and \$225 for MWS and AGCWS is required to cover the cost of graduation. This fee is charged to all graduating students, whether or not they intend to attend Commencement. Graduation gowns, caps and hoods as well as rings are available. A regalia representative makes a visit to campus each term. Students may be measured at that time and order graduation attire.

Drop Procedures

When a student drops a course, a grade of “Withdraw Passing” (WP) or “Withdraw Failing” (WF) will be assigned by the instructor(s) and/or Academic Dean according to the student's academic performance. A grade of WP indicates that a student wishing to withdraw from a course was passing the course at the time of the request to withdraw; a grade of WF indicates that the student was failing the course at the time of the request to withdraw.

Reimbursement for courses dropped is as follows:

MWS Students on Block Tuition Plan

Prior to the start of the on-campus intensive, tuition is 100% refundable with certain deductions:

- Tuition for online courses (e.g. WR 501, BIB 501) is not refundable after the first seven days of class
- New student deposits are not refundable (but will be credited toward any other deductions)

During the on-campus intensive, 50% of tuition is refundable (minus tuition for any online courses which are not dropped).

After the on-campus intensive concludes, online courses which have not passed the seven-day window may be dropped for a per-credit refund. Tuition for hybrid courses is not refundable after the conclusion of the on-campus session.

Fees are not refundable after January 1/June 1.

All Other Students

Prior to the start of the on-campus session (or within the first seven days of an online course): tuition is 100% refundable, minus the new student deposit if applicable. A course dropped during the on-

campus session is eligible for a 50% refund. Tuition for online courses is not refundable after the first seven days. Fees are not refundable after January 1/June 1.

Class Attendance

Students are expected to attend the on-campus segment of each course.

Grading System

The faculty-approved grading scale for course work at the Institute for Worship Studies, in accordance with professional graduate standards, is:

A and **A-** *excellent, superior*

B+ *very good*

B *good, average, satisfactory*

B- *below acceptable standards for graduate work*

C+ *improvement expected for continuation in the program*

C, C- *deficient work in degree program*

D and **F** *very deficient*

NC *no credit*

Any student receiving a grade of C+ or lower in any course is considered to be on academic probation. The student must earn a grade of B or



higher in the next course taken, at which point the designation of academic probation is removed.

If a student on academic probation fails to earn a grade of B or higher, the IWS Registrar's office reserves the right to require the student to retake the course immediately, to move the student into the extended schedule, or in extreme circum-

stances to dismiss the student from the program. Students entering 801 who are placed on academic probation will receive additional monitoring and assistance in completing the thesis process.

If a student fails a course, they must retake that course before advancing in their given program. If a student receives two grades of C+ or lower, s/he must retake one of those courses before advancing in their given program, and must earn a grade of B or higher. DWS students will not be permitted to retake more than one course and will be limited to one retake for their entire matriculation, excepting the thesis course (DWS 801). MWS students will not be permitted to retake more than two courses, will be limited to two retakes for their entire matriculation, and cannot retake the same course twice. Students who choose to retake a course must retake the course in which their lowest grade was earned. Retakes may be subject to the approval of the Academic Dean and the faculty member(s) involved. Students who retake will be moved to the extended schedule.

Any doctoral student receiving a grade of C+ or lower for two or more courses, following any retakes, will be awarded the Advanced Graduate Certificate of Worship Studies (AGCWS) upon the satisfactory completion of all four core courses (each with a grade of C or higher) and will not be eligible to enter the thesis course. Any doctoral student who receives two or more final course grades of C+ or lower may proceed to the thesis course only by retaking one of these courses for academic credit and earning a grade of B or higher.

Any doctoral student who, for personal or academic reasons, chooses not to complete the thesis is eligible for the AGCWS, assuming that the four core doctoral courses have been satisfactorily completed.

Doctoral students will be evaluated after the completion of the DWS 703 course to determine whether they may matriculate into the thesis course (DWS 801). Doctoral students must have a 3.0 cumulative grade point average or higher by the end of DWS 704 in order to enroll in the thesis course.

Within 10 years of beginning matriculation in the DWS program, AGCWS certificate holders can finish a degree by turning in the certificate, reapplying for the thesis process, retaking the thesis course and completing the thesis.

Master's students who receive a cumulative grade point average below 2.75 will not be eligible for the master's degree. Instead, they will be awarded a Graduate Certificate in Worship Studies (GCWS). Any master's student who, for personal or academic reasons, chooses not to complete the ministry/internship is eligible for the GCWS, assuming that the four core master's courses have been satisfactorily completed.

Leave of Absence

For extenuating circumstances, and with approval of a written request submitted to both the Registrar and the student's instructor(s), a student may take a leave of absence. A leave of absence stops the clock for one semester (six months). Students are allowed a maximum of 2 leaves of absence during their entire matriculation if they do not extend the total

matriculation time beyond 10 years; however, a student may not use both leaves of absence for one course. In rare cases, a student may petition to lengthen an LOA which lengthens the total matriculation time up to 10 years (the length to be determined upon review of petition for leave of absence).

Total Matriculation Time

The total matriculation time allowed for the entire DWS program is eight years and seven years for the MWS program.

Students may petition for up to ten years total in the case of extenuating circumstances (See Leave of Absence policy). Students who have left the program may return to their next scheduled course within a ten year time period as long as they are in good academic standing. These students will be required to re-enter on academic probation.

Some exceptions to this policy:

- Students who have earned an AGCWS and wish to turn it in and retry the thesis may have up to 10 years total matriculation time.
- The Thesis Handbook states: The DWS degree is designed to be completed normally in three years of study. Students typically complete the five segments of their coursework, including DWS 801, in just over two years. Normally, students complete their thesis proposal and thesis during the third year.

The stated limitation for the completion of the entire thesis, however, is three years after the completion of the thesis course, DWS 801. A student must complete and receive approval for the thesis proposal within the two-year window of taking the thesis course. The thesis itself must then be completed within the three-year window of the thesis course.

DWS Thesis Continuation

One year is allotted for thesis completion, with up to two additional years allowed for a continuation. No more than three years are allowed for the entire thesis process, and no more than two years are allowed to complete the thesis after the proposal is approved. Permission for thesis continuation must be obtained from the thesis supervisor and a fee of \$300 sent to the office for each continuation term. If the thesis is not approved at the end of the year, a fee of \$300 is assessed for each continuation term.

Grade Appeal Policy

Students have the right to appeal a grade received for an assignment, examination or course. The procedure is as follows:

- Students who believe that a grade they have received is incorrect must speak to the course professor within a month of receiving the grade, indicating why they believe the grade is incorrect.
- If consultation with the professor fails to resolve the difference, the student may, within 14 days of consulting the professor, submit a written appeal to the Academic Dean, including a report on the student's consultation with the faculty member. The appeal should provide full particulars of why the grade should be changed, though it should be understood that the professor is the final arbiter of the grade.
- If, in the judgment of the Academic Dean, there are sufficient grounds for an appeal, he/she will consult with the professor to review whether IWS's assessment rubrics and grading policies have been followed.
- If the review results in a change of

grade, the professor will report the revised grade to the Registrar on the requisite form.

- The decision of the professor shall be final and shall be rendered within a month of receiving the appeal.
- If the dispute relates to a course taught by the Academic Dean and consultation with him/her fails to resolve the matter, the appeal should be directed to the President.

Graduation Requirements

To be recommended for an IWS degree the candidate must:

1. Have completed all required courses with the necessary cumulative GPA or higher (3.0 for DWS, 2.75 for MWS).
2. Have paid all financial obligations to IWS in full.
3. Have returned all materials to the IWS Library.
4. Give evidence of satisfactory formation in Christian maturity and skills in worship ministries.
5. Have satisfactorily completed all other program requirements.

Late Work

Our work at IWS is based on collegiality; therefore, meeting deadlines is a matter of Christian community. The promptness with which academic work is submitted is not only an educational requirement, but also a matter of spiritual discipline befitting any person in ministry. All students are responsible for meeting the assignment deadlines outlined in the syllabi and/or IWS Yearly Calendar (pg. 61).

A student who, for good cause, cannot complete the work of the

course by the end of the term may be granted an extension at the discretion of the course professor. The extension must be requested prior to the course due date. Extension forms are available on the website and should be filled out and sent to the registrar with the fee payment. An extension fee of \$200 is required. A normal extension would be one month, again at the professor's discretion. If the extension deadline is not met, the student automatically will receive an "Incomplete."

An "Incomplete" course must be completed by the end of the following term or a failing grade will be posted for the student. Students must complete a course before they are allowed to take the next course in the program. An incomplete fee of \$400 is required (\$200 if the extension fee has already been paid). A failing grade may be eliminated or avoided by retaking the course.

Students who enroll on the regular schedule may elect to switch to the extended schedule (or vice versa) during their matriculation. Students are only allowed to switch schedules one time. Requests to switch schedules must be submitted to the registrar and/or course professor(s) no later than March 15 (for January sessions) or September 15 (for June sessions). Students who are on the extended schedule are not eligible to take an "Incomplete," as these students have already been given an extra semester in which to complete their work.

Certain restrictions apply regarding late work for online courses. Students should refer to the Student Handbook or their course syllabus for more information.

Transfer of Credit and Cooperative Educational Agreements

Due to the unique nature of the IWS curriculum, there will be no transfer of credit into IWS for application towards any of the MWS or DWS courses.

At this time, IWS has established cooperative educational agreements with B.H. Carroll Theological Institute (Arlington, TX), Gordon-Conwell Theological Seminary (South Hamilton, MA) and Knox Theological Seminary (Ft. Lauderdale, FL). The purposes of these agreements are 1) to enable students to take worship studies courses that may contribute to a degree in one or more of the cooperating institutions; 2) to enable students who have completed IWS studies to be eligible for elective transfer credit when completing a degree at one or more of the cooperating institutions; 3) to encourage cognitive and affective domains of students in the field of Christian worship.

These agreements allow IWS students to enroll in prescribed programs at any of these cooperating institutions and receive direct credits for equivalent IWS courses on a one-to-one basis, as approved by the registrar of the receiving institution. This may reduce a student's required credits for completion of a program by as many as 12 credit hours. Additionally, students from these cooperating institutions may take courses at IWS and transfer the credits into their institutions on a one-to-one basis, as approved by their registrars, for up to 12 credit hours.

Each cooperating institution's entrance and completion requirements will be defined in their re-

spective catalogs. Students applying to study at any of these institutions must meet all applicable entrance requirements for the institution to which they are applying. Entrance and completion requirements shall be determined, at the sole discretion of each institution, without requiring approval from the other institution. The entrance and completion requirements of each institution are subject to change, and may be changed at the sole discretion of each institution, without the approval of the other institution. Students shall be notified of any changes to entrance or completion requirements through a supplement to the catalog of the institution making such change(s).

A student may complete their IWS studies prior to, concurrent with, or subsequent to commencing or continuing studies at a cooperating institution. The cooperating institution shall accept transfer of IWS credit hours on a one-to-one ratio (e.g., 1 credit hour obtained through IWS shall be accepted as 1 credit hour by the cooperating institution). A student may obtain transfer credit for up to 12 credit hours of elective credit for completed IWS studies upon review and approval by the registrar of the receiving institution. Upon fulfilling IWS completion criteria for an IWS offering, a student may request IWS send an official transcript of their IWS studies to the receiving institution. Upon receipt by the cooperating institution of an official transcript from IWS and a formal request for transfer credit, the student shall be awarded credit for the IWS studies in accordance with the above stipulations.

For more information, please contact the Director of Enrollment Management at 800.282.2977.

English as a Second Language

All applicants who indicate that English is not their first language are required to earn a passing score of 80 (internet-based) either on TOEFL (Test of English as a Foreign Language) or 105 on the Duolingo English test, or an overall band score of 6.0 in International English Language Testing System (IELTS). Additionally, the Director of Admissions may request a passing score from any applicant who displays difficulty with spoken or written English, regardless of the applicant's first language or citizenship.

Non-Credentialed Students

IWS can accept a limited number of non-credentialed students without a completed undergraduate degree into the Master of Worship Studies program. In addition to completing the normal application process, several additional factors will be evaluated, including but not limited to the applicant's current ministry context, life experience, circumstances that prevented him/her from previously completing an undergraduate degree, circumstances currently preventing him/her from resuming undergraduate studies, etc.

If the application is approved, all non-credentialed students will be admitted first to the Graduate Certificate of Worship Studies program (ie, MWS 501-504 without the 601 course) and placed on academic probation. Non-credentialed students must earn a grade of B or higher in their first two courses to stay enrolled, and must earn a grade of B+ or higher in their first two courses to enroll in the full Master of Worship Studies degree (ie, permission to

enroll in the 601 course). All other graduation requirements apply to non-credentialed students as well.

Proofreading

IWS approved proofreaders provide input and encouragement for those students identified as needing academic support in the form of English language, graduate research and writing, or other required skills.

Textbooks

The Robert E. Webber Institute for Worship Studies is pleased to announce a partnership with Faithlife Corporation and its well-known Bible software, *Logos*.

Through their innovative "Textbook Inclusive" program all IWS students will now access most required textbooks in electronic format.

The program includes access to *Logos Basic Academic* and its included offerings. Books will be accessed within each course, are searchable, and belong to the student for life. *Logos* also includes powerful note taking tools, including a citation generator. The fee for *Logos* varies from class to class, depending on the number of required books.

Some courses may require supplemental texts that the student will purchase apart from the Textbook Inclusive program.



Library

The IWS library collection focuses on the biblical, theological, and historical study of worship with over 10,000 volumes in its Jacksonville

location. Students have access to the ATLA Religion Database, an online resource with over 1 million theological journals, essays and book reviews. IWS and Gordon-Conwell Theological Seminary, Jacksonville, have established the Jacksonville Area Theological Library Consortium, allowing IWS and GCTS students to have access to both institution's collections. In addition, library use agreements have been established with both Northern Baptist Theological Seminary and the University of North Florida. Please contact the IWS Library office at 800.282.2977 for details on these agreements.

Update of Personal Profile

All IWS students are responsible for updating personal profile information on the website on a semi-annual basis, or when there is a change in contact information (e.g., addresses, phone numbers, email addresses, etc.). Please visit your profile on Populi to make these changes, at www.iws.populiweb.com.

Each student is provided with an @iws.edu email account. **Students are expected to check this account regularly; official IWS communications will be delivered there.**

Confidentiality of Student Educational Records

IWS regards student educational records as highly confidential and is committed to compliance with the Family Educational Rights and Privacy Act (FERPA), Revised Edition, 1995.

Retention of Records

Third party letters of recommendation received for admission purposes are not considered formal

student records and are destroyed once a student has matriculated at IWS. The Registrar maintains the student's other application materials and permanent academic records during and following a student's active status. Other materials, such as requests for extensions or records of disciplinary action, are destroyed after graduation.

English as a Second Language

Students for whom English is a second language must utilize the services of an English reader/editor (at the student's expense) with their papers and theses for editing before they are advanced to the IWS professors. Some students may also be asked to go on the extended schedule.

Plagiarism

Sadly, even Christian writers at times succumb to plagiarism. Most basically, plagiarism is defined as presenting "the ideas and works of another as one's own" (The Merriam-Webster Dictionary). Words or phrases taken from another source are considered a direct quote and must be enclosed in quotation marks and footnoted. Ideas and their expression are, by copyright law, the intellectual property of the original author or speaker. Therefore, sources of distinctive ideas, facts, paraphrases or opinions must also be acknowledged in a footnote or endnote.

Additionally, IWS considers the use of or consultation with generative AI analogous to assistance from another person and/or undocumented source. Consequently using generative AI tools to complete an assignment is not permitted and is considered

plagiarism.

Therefore, when in doubt, err on the safe side by documenting sources. For appropriate forms of footnoting see Kate Turabian, *A Manual for Writers of Term Papers, Theses, and Dissertations*, 9th edition, Chicago: University of Chicago Press, 2018.

Plagiarism has serious academic, ethical and legal consequences. Intentional or unintentional failure to use appropriate documentation in research papers, examinations, oral presentations, or other academic work will result in academic penalty. It is the student's responsibility to run each submission through plagiarism software provided in the Canvas module for each course. This software detects similarity between the student's writing and previously published material, ensuring that quoted material is properly cited. If a case of plagiarism comes to a faculty person's attention, the faculty person will consult with the student concerned. The faculty person is required to bring the case of plagiarism to the attention of the Academic Dean, who will enter the incident in the student's official record. The professor must also report the plagiarism to the professor(s) of the student's next course.

In consultation with the Academic Dean, the faculty person will determine the next course of action, including the following:

- The student may be given a one-time opportunity to revise the assignment, with a due date determined by the professor; failure to correctly amend the

plagiarism, or to complete the revision, will cause the paper to fail;

- The student will incur a grade reduction for the plagiarized paper, even after revision;
- The student will be required to enroll in WR701 the next term (no matter what term the student is currently in);
- In some cases, such as overt and purposeful plagiarism, the paper will receive a failing grade without opportunity for revision; this determination is made in consultation between the Dean and faculty member(s).
- Following a second case of plagiarism, the Academic Dean and the faculty members most closely involved in the situation may choose additional consequences including failing the course affected or even expulsion from the Institute.

In a good faith effort to inform our students on the plagiarism issue, and to avoid the potential of plagiarism or any other form of academic dishonesty, IWS will distribute copies of the "Did I Plagiarize?" document and require all students to sign a copy of a Statement of Academic Integrity during Orientation.

Statement on Ethical and Moral Conduct

In its mission, core values, and guiding principles, IWS is committed to historic, biblical orthodoxy and orthopraxy. This kind of commitment to the right worship of God through Christ (orthodoxy) involves an imperative commitment to Christ-like living (orthopraxy). Christian leaders are expected to exemplify the highest standards of virtue and morality related to Christian lifestyle as indicated in Scripture and interpreted through

the Church. Therefore, diligent attention to this facet of formation into Christ-likeness is critical for every member of the IWS community as we participate in effective servant leadership. Among the standards to be followed are the Scriptures as interpreted through the Church's theological and moral/ethical lenses, and IWS's Mission Statement, goals, core values, and policies. IWS affirms the Church's historic, biblically-grounded positions on the sanctity of life, the sanctity of marriage, and the right to freedom of religious belief and expression.

Conduct not compatible to these guides may be subject to correction/discipline or even dismissal subject to review by an ad hoc review board appointed by the president and comprising one board member, one faculty member and one administrator. This review board would recommend an action to the president, who makes the final decision on such matters.

Correction/Discipline, Mediation, and Grievance Procedures

Correction/discipline, as used here, are responses to vexations of individual students; mediation and grievance procedures are activated for interpersonal conflicts.

• Correction/Discipline

A student who encounters serious academic or related difficulties or engages in unacceptable conduct may be required to take some corrective measures. The student may be required to: 1) meet with a faculty adviser or the Academic Dean until the matter is satisfactorily resolved; 2) meet with an outside counselor; 3) go onto academic probation; 4) commit to some corrective disciplines; 5) switch to a certificate program; 6) take a leave of absence; or 7) follow through

with whatever the faculty recommends, if the matter is referred to the full faculty. These directives will be communicated to the student both orally and in writing. A recommendation for dismissal from the Institute must be approved by the Academic Dean and the faculty members most closely involved in the situation. When the above recommendations or requirements are put in writing, at least one copy will go to the student and one to the student's file.

• Mediation

Mediation is intended as a preventive process. If conflict of a personal nature arises, it is the first level of response, with the expectation of preventing further escalation. As much as possible, it is conducted in an atmosphere of Christian caring, integrity, and respect. In a Christian context, conflicts between individuals or groups should be resolved, if possible, by the persons or groups concerned. That is the expectation at IWS. If these efforts fail, the Academic Dean and Chaplain will appoint a neutral, ad hoc mediation committee, consisting of two students and two faculty members or administrators. They will meet with the aggrieved parties, individually and/or collectively, clarify the issues, and attempt to achieve reconciliation, based on Christian principles of fairness and justice. Records of all meetings will be kept confidential.

Procedures to initiate the mediation process:

Within one month of the encounter, the student must initiate a conversation with the person with whom s/he has a conflict, OR contact a member of the IWS administration for assistance if unwilling to initiate such a conversation. The

formation and meeting of a mediation committee, as outlined above, will occur within one month of this conversation. If either party feels the mediation process has not achieved a satisfactory resolution, they may then initiate the grievance process (outlined in further detail in the next subsection) within 14 days of the mediation committee's meeting.

Conflict over academic matters will be resolved according to the Grade Appeal Policy.

• Grievance

The grievance process is to handle disputes not otherwise resolved by mediation. Individuals or parties who feel that their grievances were not satisfactorily resolved by mediation may request that the grievance process be initiated. This is essentially an appeals process that provides the opportunity for a second hearing. To that end, an ad hoc grievance committee of two students and two faculty members or administrators, who were not involved in the mediation process, is appointed. These persons may be appointed by the Academic Dean and Chaplain. If the appointment process is contested, the students and faculty or administrators may be selected by their peers. This committee will meet with the aggrieved parties, individually and/or collectively, clarify the issues, consider appropriate measures and attempt to achieve a satisfactory resolution. A decision made by this group is final. Records of all meetings will be kept confidential.

Procedures to initiate the grievance process:

Student's Responsibility:

- Should a resolution not be reached

by the conclusion of the mediation process (outlined in further detail in the previous subsection), the Chaplain, the Academic Dean or the President must be notified within the next 14 days to initiate the following steps. It is the student's responsibility to ensure the grievance process is initiated. The student must narrate the grievance in written form and give it to the Chaplain, Academic Dean or the President who has been notified.

- The student must keep a record of the date, times, nature of any incidences and witnesses, if any.

- If the seriousness of the incident requires immediate action, inform the President.

- Institute's Responsibility:

- Assure the complainant within 14 days of being informed of a complaint that a fair examination of the grievance shall take place.

- Advise the person alleged to be responsible that a complaint has been lodged within the same 14 days.

- If the complaint is against an employee, the complaint must be reported to the employee's supervisor, who will attempt to resolve the conflict prior to any further steps being taken.

- Appoint an ad hoc grievance committee, if the complaint cannot be resolved, within 21 days of receiving the complaint. The committee should normally consist of two students (selected by the Dean of the Chapel) and two faculty members (selected by the Academic Dean) or two administrators (selected by the President), who were not involved in the mediation. If the appointment process is contested, the students

and faculty or administrators may be selected by their peers. This committee is designed to clarify the issues which have led to the grievance, to enable the parties involved to appreciate each other's perspective and to facilitate a resolution.

- Conduct a synchronous meeting of the committee to determine within 21 days from being appointed, whether to intervene and reply in writing to the aggrieved party, with a copy to the President.

- Conduct a synchronous interview of the complainant and the person(s) alleged to be responsible individually and collectively as soon as possible to gather further information. Interview any witnesses, if it is deemed beneficial, consider appropriate measures and attempt to achieve a satisfactory resolution.

- The person(s) bringing the grievance and the accused shall have the right to present evidence, confront adverse witnesses, and be accompanied by an advocate who is a member of the IWS community. Although each party is entitled to seek legal counsel, no lawyers are permitted to attend the internal hearings.

- Document the situation clearly and completely, which written summary shall be available to both parties to the grievance and to their advocate and/or counsel.

- Render a written decision within 21 days of meeting and advise the parties of the action to be taken, if any. If a higher authority (like the President or the Board) is required to make a decision, forward all relevant material as soon as possible to the appropriate authority and advise all parties of the action taken. The decision of that authority shall be final.

- Ensure that all information concerning the case be kept confiden-

tial. A record of a complaint shall be kept in the complainant's file if it is determined that the complaint was frivolous or vexatious. Records relating to frivolous or vexatious complaints shall be removed from the accused's file and any reference identifying the accused shall be removed from the complainant's file.

- If the incident involves the President, notify the Board of Trustees, within 14 days.

Graduation Rate

IWS enjoys a strong graduation rate. Within the doctoral program, 71% of students have graduated with the DWS degree and within the Masters program, 87% of students have graduated with the MWS degree.

Audit Policy

All classes may be audited. Auditors are restricted to non-participation member status in classes (with permission for participatory status the prerogative of the instructor[s]). Auditors may apply to shift to credit status, but this must be done before the due date of the

first post session assignment for that course. Once a student shifts from audit to credit, they must take a W (Withdrawal) if they choose not to finish. All requests to audit are dependent on class size.

Student Disability Policy

The Americans with Disabilities Act of 1990 (ADA) prohibits discrimination against individuals with disabilities and provides equal access to educational opportunities for qualified students with physical or mental disabilities. Students may self-identify any qualified disability as defined under the ADA for which assistance is needed in carrying out

their educational obligations. Individuals with disabilities are defined under the ADA as persons who either have or are regarded as having a record of a physical or mental impairment that substantially limits one or more major life activities. The Institute will make every reasonable effort to accommodate any students needing assistance within the definitions and requirements of the law.

IWS will assure that necessary steps are taken to ensure that no qualified student with a disability is denied the benefits of student status, or is otherwise subjected to discrimination while enrolled in IWS.

The Institute for Worship Studies is committed to providing equal access to educational opportunities to qualified students with physical or mental disabilities as intended by section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 (<http://www.usdoj.gov/crt/ada/adahom1.htm>). Since we are hosted by several area churches, IWS is limited in its facilities' accommodations to students with physical disabilities. Nevertheless, IWS is committed to making all necessary and reasonable arrangements for such students.

Being an educational institution, this policy is primarily concerned about learning disabilities. A "person with a disability" is someone with an impairment that substantially limits one or more major life activities; has a record of such an impairment; or is regarded as having such an impairment. A qualified student or applicant with a disability is an individual who, without reasonable accommodation, cannot perform the usual essential functions of a student.

Disabilities may be physical, emotional or behavioral, learning, and intellectual or developmental. While there are many types of disabilities that impact learning, most often they impact spoken language (listening and speaking); written language (reading, writing and spelling); arithmetic (calculation and mathematical concepts); and reasoning (organization and integration of ideas and thoughts).

However, accommodations must match and mitigate the student's functional limitations. Limitations in learning may be auditory perception and processing, visual perception and processing, information processing speed, abstract reasoning, memory, spoken and written language, planning and time management and the like. Each of these requires different accommodations.

Therefore, a student with a disability must:

- Provide the Registrar with the exact nature of his or her learning limitations (preferably with document verification), when registering for a course. [IWS may require documentation to substantiate a disability. Documentation may include official medical diagnosis, psychological evaluations, etc. If the Institute finds that the documentation is not adequate to support the existence of a disability or that it does not show the disability to be limiting in the work or school environment, additional documentation may be required. The compliance officer is the Registrar. For academic accommodation, contact the Registrar and the Academic Dean. For physical accessibility only, contact the Registrar.]

- Indicate how these limitations affect your learning (e.g., from the list above).

- Indicate what kinds of accommodations might be helpful (e.g., special seating, enlarged print, extended deadlines for assignments, taped texts or books on tape, taped lectures, peer note taker, tutor/mentor, tailored practical assignments, or other accommodations as requested and approved). These must match the disability and alleviate the limitations caused by the disability.

- If the request is approved by the appropriate authority(ies), the student must also inform the faculty member(s) of the course early enough to allow time to negotiate reasonable accommodations before the course begins.

IWS will:

- Review the student's request by the appropriate authority(ies);

- Evaluate the merits of the request, with appropriate resources and consultation, if needed;

- Suggest reasonable accommodation(s), where appropriate;

- Secure approval of the faculty member(s) involved;

- Secure approval of the student;

- Document the evaluation process and reasonable accommodations agreed upon; and

- Follow up with faculty members and the student to assure that the reasonable accommodations were appropriate and effective.

Administration, Staff & Faculty



Administration & Staff



Emil Albertini, Vice President for Finance and Administration/CFO

Emil Albertini, IWS CFO, is a Pennsylvania native and graduated from Penn State University with a degree in Accounting. Before joining IWS, Emil had three long-term positions with: KPMG where he practiced as a CPA in PA and NYC; FNMA in Atlanta and Washington DC; and M D Moody & Sons, a local equipment and maritime company in Jacksonville. He is an elder in the ECO Presbyterian church and the treasurer for the ECO Presbytery of Florida where he serves on the Governing Council. Emil has been active locally in his church, having served on the Session as a ruling elder in charge of finance and long-range planning. Emil joined IWS to serve the Kingdom in a meaningful way. He enjoys reading and woodworking. He and his wife, Barbara, are raising their granddaughter who is a joy delivered by God.



Constance Cherry, Acting President

Rev. Dr. Constance Cherry is Professor Emeritus of Worship and Pastoral Ministry, and Affiliate Professor at Wesley Seminary, Indiana Wesleyan University. She is also a founding faculty member of The Robert E. Webber Institute for Worship Studies, teaching DWS 702 every term since 2000. In addition to her work in the academy, Constance has served in local church ministry for many years as worship leader, church musician, and pastor. She is the author of six books and a published composer of various compositions for the church. Her first book, *The Worship Architect: A Blueprint for Designing Culturally Relevant and Biblically Faithful Services*, has been or is currently being used by more than 150 institutions of higher education, representing more than thirty denominations, as a required worship text. It is now in its second edition (2021) and published in five languages. Two related volumes, *The Special Service Worship Architect* (2013) and *The Music Architect* (2016), complete the Worship Architect trilogy published by Baker Academic. In response to this and other achievements in the academy, Constance was awarded the university-wide Outstanding Scholarship Award by Indiana Wesleyan University in 2015. An active hymn writer, her hymns appear in six major hymnals. Constance maintains an extensive schedule of speaking for conferences both nationally and internationally. She is passionate about the local church and focuses her teaching/speaking on equipping leaders to achieve authentic worship renewal by helping them to identify and contextualize transcultural biblical principles that define Christian worship as truly Christian.



Nichole Criss, Communications Coordinator

Dr. Nichole Criss holds a Doctorate of Worship Studies from the Robert E. Webber Institute for Worship Studies, a Master of Arts in Christian Leadership from Hope International University, and a Bachelor of Arts in Music from Kent State University. As an award-winning piano instructor and collaborative pianist, Nichole has taught private piano lessons since 2006 and is currently the staff accompanist for the choral departments of Green Local Schools and Northwest Middle School Choirs in Northeast Ohio, where she also serves on the Worship Leadership Team of New Life Tabernacle. Nichole was the recipient of the 2017 Steinway & Sons Top Teacher Award and the 2019 Church Mutual Religious Scholars Award.

Administration & Staff



Frank Fortunato, *GROW Center Director*

Frank Fortunato has served in music ministry his entire lifetime. He taught college music courses followed by music ministry with Operation Mobilization's mission ships. Frank completed his Master's studies in ethnomusicology in 2002 and his D.W.S. in 2013. Frank serves as the international worship consultant for OM, and as an arts in mission advocate with various global Christian networks. He is the Vice President of The International Council of Ethnodoxologists (ICE). He serves as the Coordinator of Missional Relations for the Webber Institute, and directs the GROW Center (Global Renewal of Worship) for IWS. He is the founder of OM's Heart Sounds International, a ministry producing indigenous worship recordings mostly in the restricted parts of the world. Frank co-authored *All the World is Singing—Glorifying God through the Worship Music of the Nations*, and co-edited *Worship and Mission for the Global Church: An Ethnodoxology Handbook*. The Fortunatos are based at the OM USA headquarters in Atlanta.



Dinelle Frankland, *Academic Dean*

Dr. Dinelle Frankland has been serving as Minister of Worship and Choirs at First Christian Church in Clinton, Illinois since September 2019. From 2003-2021, she served as Professor of Worship Studies at Lincoln Christian Seminary in Lincoln, Illinois, where she developed a Master of Arts in Formative Worship degree. She also served as academic dean at LCS from 2011-2015. Dr. Frankland holds a Bachelor of Sacred Music degree from Lincoln Christian University, a Master of Music in Church Music from Southwestern Baptist Theological Seminary, and a Doctor of Worship Studies from the Robert E. Webber Institute for Worship Studies. She previously taught music and worship at Dallas Christian College and Ozark Christian College, and has taught as an adjunct for TCM Institute, a seminary near Heiligenkreuz, Austria. She is the author of *His Story, Our Response: What the Bible Says About Worship* and travels throughout the U.S. as a speaker and worship leader. At IWS she enjoys interacting with a variety of students who are eager to further their education for the benefit of God's Kingdom.



Dean Moyer, *Director of Student Recruitment*

Dean Moyer has a deep understanding of IWS from many directions: as a student, graduating in 2003, as a Teaching Assistant for DWS 701 for thirteen years, and recently launching a Regional IWS Gathering in the Dallas-Fort Worth area with plans to expand globally. Dean is all about IWS and states that he “is ready to invest his experience and love for this extraordinary community into its bright future.”

Dean is passionate about serving leaders, building teams, and advancing the mission of the church by providing insightful guidance on the journey of following Jesus. He has done so in his more than four decades of experience as a worship and executive pastor, and a certified executive coach (R3church.coach). He is the Executive Pastor of Parish Life at Church of the Resurrection, in Flower Mound, Texas where he resides with his wife Cass. They have two adult sons, one daughter-in-law, and two granddaughters. He is an avid runner and enjoys reading and cooking.

Administration & Staff



Catherine Nance, *Registrar*

Dr. Catherine Nance holds a Bachelor of Music degree from Converse College (South Carolina) and Master's of Music degree from Manhattan School of Music in NYC. She is Director of Music Ministries at Washington Street UMC in Columbia, SC. Catherine is a graduate of the DWS program at IWS and has been a Teaching Assistant for the 704 class since 2019. She enjoys helping students through their time of study at IWS as way of their serving the Kingdom.



Nancy Nethercott, *IWS Chaplain; GROW Center Co-Director*

Dr. Nancy Nethercott served as a TEAM missionary in Japan for 30 years and currently has her ministry of "Global Training in Spiritual Formation and Biblical Worship" under Faith and Learning International. Besides teaching internationally, Nancy meets with people as a Spiritual Director and teaches ESL and Japanese classes near her home in Indianapolis, Indiana. Nancy is an ordained priest in the Anglican Church in North America (ACNA) in the diocese of Churches for the Sake of Others (C4SO). Nancy holds a Bachelor of Arts in Social and Intellectual History from Bethel University in St. Paul, Minnesota, a Master of Arts in TESOL from Wm. Carey International University in Pasadena, California, and a Doctor of Worship Studies (2006) from the Robert E. Webber Institute for Worship Studies. Nancy also holds advanced certificates in Spiritual Formation and Spiritual Direction from Moody Bible Institute in Chicago, Illinois. As a part of her role as Co-Director of the IWS GROW Center, Nancy cooks and hosts a meal for the IWS international students each session. Considering 30% of the IWS student body hold non-US passports, the dinner often has 30-40 in attendance.



Oluwatayo Oloyede, *Director of Admissions*

Dr. Oluwatayo serves as the Director of Worship at The Bible Chapel, DeBary, FL. He is currently a graduate at the Institute for Worship Studies, Jacksonville, Florida. He earned his Master of Agriculture (Crop Protection and Environmental Biology) and his Bachelor of Agriculture (Crop Protection and Environmental Biology) degrees from Nigeria's premier university, University of Ibadan. You can find Oluwatayo playing his keyboard and guitar, studying, or cooking in his spare time.



Leslie Rewald, *Online Instructional Support Technician*

Leslie is currently serving as the Online Instructional Support Technician for IWS. In her full-time career, she is a Professor of Psychology and Counseling (since 1995). She is currently teaching at Trinity College of Florida (since 2005). Aside from teaching, she holds the position of department chair for the Psychology and Counseling program at Trinity College of Florida. She is also the Associate Dean of Women. Leslie was Online Director for TCF from 2015-2020. She also has a small but growing company, Peace 2 All Beings, which is counseling based in Holistic Health. Her education includes Temple University (B.A. Psychology), Villanova University (M.S. Counseling Psychology and Human Relations). She is also trained in Holistic Health. Leslie has 2 beautiful grown daughters and the cutest Bichon/Terrier dog you have ever seen.

Administration & Staff



Ken Rushing, *Director of Technical Services*

Dr. Ken Rushing is a Priest in the Anglican Communion and has served churches from Texas to Florida since 1978. He has been involved in computer technology since the early 1980s and is the owner of an IT company: Rushing to Serve. He is the Vicar of Holy Trinity Anglican Church (Missionary Diocese of All Saints), and is an Adjunct Professor of Worship (Trinity College of Florida). Ken earned a Bachelor Music in Church Music from the University of Southern Mississippi, a Master of Music from Southwestern Baptist Theological Seminary and a D.W.S. from the Institute for Worship Studies, graduating as an Alpha in 2002.



Mark Torgerson, *Bibliographer*

Dr. Mark Torgerson is Professor of Worship Studies at Judson University in Elgin, Illinois. He received an M.Div. from North Park Theological Seminary and an M.A. and Ph.D. from the University of Notre Dame in liturgical studies. He is an ordained minister in the Evangelical Covenant Church and an artist. He has written various articles and book reviews published in *Worship*, *CIVA SEEN*, *Reformed Liturgy and Music*, *Christianity and the Arts*, *The Covenant Quarterly*, and the *IFRAA On-line Journal*. He has written the two books *An Architecture of Immanence: Architecture for Worship and Ministry Today* and *Greening Spaces for Worship and Ministry: Congregations, Their Buildings and Creation Care*. He continues to pursue research exploring the relationship between the Christian faith and the visual arts.



Kent Walters, *Director of Alumni Activities*

Dr. Kent Walters is Associate Professor of Music and Director of Choral Studies at Cornerstone University in Grand Rapids, Michigan. Previously, he served as music director and worship pastor in a local church for 31 years. He received an M.M. from Michigan State University and a Doctor of Worship Studies from the Robert E. Webber Institute for Worship Studies graduating as a member of the first or “Alpha” class. He has served as the school’s Director of Alumni Activities and Editor of the IWS Newsletter, *Anamnesis* since 2004, and was appointed faculty member for the Practicum Courses in June 2007.

DWS Faculty



Amy Davis Abdallah, Ph.D.

Amy Davis Abdallah is Professor of Theology and Bible at Nyack College. She also teaches worship and coordinates chapels for Alliance Theological Seminary. She holds a Ph.D. in Liturgical Studies from Drew University and an M.Div. from Alliance Theological Seminary. She preaches and teaches for churches, conferences, and other ministries in the United States and internationally. Amy also encourages Christian women to expand the Kingdom of God through the educational program Empower as well as a rite of passage for Nyack College Seniors. She is the author of *The Book of Womanhood*, and her writing has been featured by Christianity Today, CBE International, Redbud Writers Guild, and Missio Alliance. She has recently completed *Meaning In The Moment*, a book on rites of passage and other rituals for transformation. Amy loves to exercise, take photos, climb mountains, adventure with her husband and sons, learn languages, and enjoy the beach. Find her on the web at amydavisabdallah.com and on twitter @amyfdavisa.



Jeff Barker, M.F.A.

Jeff Barker is Professor Emeritus of Theatre and Worship Arts at Northwestern College in Orange City, Iowa, where he taught since 1988. He holds an M.A. in Theatre Performance from Northern Illinois University and an M.F.A. in Theatre Directing from University of South Dakota. He is an elder in the Reformed Church in America and was a worship leader on staff for many years at Trinity Reformed Church in Orange City. He is a much produced playwright, including *And God Said*, a musical created with Broadway composer Ron Melrose. His screenwriting includes *The Frontier Boys* and *Of Minor Prophets*. His books include *Performing the Plays of the Bible* (co-authored with Tom Boogaart) and the Arlene Schuiteman trilogy. Jeff was the Carnegie Foundation's Iowa Professor of the Year in 2006. Jeff is married to actress Karen Bohm Barker, and they have three children.



Constance Cherry, D.Min.

Rev. Dr. Constance Cherry is Professor Emeritus of Worship and Pastoral Ministry, and Affiliate Professor at Wesley Seminary, Indiana Wesleyan University. She is also a founding faculty member of The Robert E. Webber Institute for Worship Studies, teaching DWS 702 every term since 2000. In addition to her work in the academy, Constance has served in local church ministry for many years as worship leader, church musician, and pastor. She is the author of six books and a published composer of various compositions for the church. Her first book, *The Worship Architect: A Blueprint for Designing Culturally Relevant and Biblically Faithful Services*, has been or is currently being used by more than 150 institutions of higher education, representing more than thirty denominations, as a required worship text. It is now in its second edition (2021) and published in five languages. Two related volumes, *The Special Service Worship Architect* (2013) and *The Music Architect* (2016), complete the Worship Architect trilogy published by Baker Academic. In response to this and other achievements in the academy, Constance was awarded the university-wide Outstanding Scholarship Award by Indiana Wesleyan University in 2015. An active hymn writer, her hymns appear in six major hymnals. Constance maintains an extensive schedule of speaking for conferences both nationally and internationally. She is passionate about the local church and focuses her teaching/speaking on equipping leaders to achieve authentic worship renewal by helping them to identify and contextualize transcultural biblical principles that define Christian worship as truly Christian.

DWS Faculty



Vaughn CroweTipton, Ph.D.

Vaughn CroweTipton is Associate Vice President, Associate Professor, and University Chaplain at Furman University. He is the former senior pastor at Auburn First Baptist Church in Auburn, Alabama. Dr. CroweTipton also taught in the religion department at Auburn University, as well as Mercer University, Brewton-Parker College and Macon College. He has served as senior pastor at Northwest Baptist Church in Ardmore, OK, senior chaplain at Methodist Children's Home in Macon, GA, and pastor of Loveview Baptist Church in Hillsboro, TX. He has published numerous articles, edited several books, and serves as a conference speaker. A graduate of Mississippi College (B.A.), he holds the M.Div. degree from the Southern Baptist Theological Seminary and a Ph.D. in Biblical Studies from Baylor University. Dr. CroweTipton has also done postdoctoral study at Oxford University.



Andrew Hill, Ph.D.

Andrew Hill is Professor Emeritus of Old Testament at Wheaton College, Wheaton, Illinois. His graduate training includes a M.Div. with Christian Education emphasis from Grand Rapids Baptist Seminary, and a M.A. and Ph.D. in Near Eastern Studies from the University of Michigan. He is the author of numerous articles and several books, including *A Survey of the Old Testament* (with J. H. Walton), *Old Testament Today* (with J. H. Walton), *1 & 2 Chronicles* (NIV Application Commentary), *Minor Prophets* (with R. D. Patterson, Cornerstone Biblical Commentary), *Malachi* (Anchor Bible Commentary), and *Haggai, Zechariah and Malachi* (Tyndale OT Commentary). He has been affiliated with IWS since 1999 as co-instructor in DWS 701, *The Biblical Foundations and Historical Development of Christian Worship*. He is the author of *Enter His Courts with Praise!*. Other worship studies related publications, include: a contributor to *The Complete Library of Christian Worship (Vol. 1: The Biblical Foundations of Worship)*; a contributor to the *Praise and Worship Study Bible* and to *The Renovaré Spiritual Formation Bible*; "Prayer in the Minor Prophets" (pp. 69-86 in *Praying with Ancient Israel* edited by P. G. Camp and T. Longman); "Depending Upon God Alone: Leadership in Haggai, Zechariah, Malachi" (pp. 213-33 in *Biblical Leadership: Theology for the Everyday Leader*, edited by B. K. Forrest and L. Roden); and "Restoring Proper Relationship with Yahweh: Worship in the Postexilic Minor Prophets" (pp. 313-21 in *Biblical Worship: Theology for God's Glory*, edited by Benjamin K. Forest, Walter C. Kaiser, Jr., and Vernon M. Whaley).



Jessica Jones, Ph.D.

Jessica Jones serves as one of the Thesis Directors of The Robert E. Webber Institute for Worship Studies, as well as the Associate Academic Dean. Jessica is an ordained deacon in the Anglican Church of North America (ACNA) and serves as the Provincial Canon for the Next Generation Leadership Initiative for the ACNA, as well as the Canon for Next Generation Discipleship for the Gulf Atlantic Diocese. Jessica holds a Ph.D. in Educational Leadership from Northwest Nazarene University, a Doctor of Worship Studies degree from The Robert E. Webber Institute for Worship Studies, a specialist degree in Educational Leadership from Northwest Nazarene, a masters degree in Educational Leadership and a bachelors degree in Music Education from Florida State University. In addition to serving in her diocesan and provincial roles, Jessica has served as an adjunct professor of Liturgy and Worship at Gordon-Conwell Theological Seminary in Jacksonville, FL, and a board member for Trinity School for Ministry in Ambridge, PA. Jessica has served as a choral educator and adjudicator for over fifteen years in addition to serving as a worship leader in the Anglican Church. Jessica's recent research focused on how adults learn within a congregation and the teaching efficacy of ministry leaders. Jessica is grateful to pair her training in education with her background in worship and liturgy to mentor students as they complete the thesis process at IWS. Jessica lives in St. Augustine, FL with her husband and two children.

DWS Faculty



Reggie Kidd, Ph.D.

Reggie Kidd is Dean of the Cathedral Church of St. Luke, Orlando, FL, and Professor Emeritus of New Testament at Reformed Theological Seminary, Orlando. He holds a Ph.D. from Duke University, and an M.A.R. and an M.Div. from Westminster Theological Seminary. His writings include *With One Voice: Discovering Christ's Song in our Worship*; the notes on Ephesians and Colossians for the *New Geneva Study Bible*; as well as *Wealth and Beneficence in the Pastoral Epistles*. Dr. Kidd is a regular columnist for *Worship Leader Magazine*.



Alan Rathe, Ph.D.

Dr. Alan Rathe pastors the English-speaking congregation of the Chinese Alliance Church of Westchester, an ethnic Chinese church outside of NYC. Previously he served as worship pastor for a multi-ethnic urban church. He earned his BA in music from New York University, an M.Div. in Pastoral Studies from Tyndale Theological Seminary, an M.Phil. in Liturgical Studies from Drew University and a Ph.D. in Liturgical Studies from Drew University. He has served as an adjunct professor at three different schools since 2003, and has published *Evangelicals, Worship and Participation*.



Daniel Sharp, D.M.A.

Daniel Sharp has served as Minister of Music and Worship in Lexington, MA, Newport Beach, CA, Seattle, San Diego, and most recently in Orlando. He is semi-retired after forty-two years in church ministry. He continues to sing with the Bach Festival Choir in Orlando. He holds the B.M.E. from Wheaton College, the M.M.E. from Drake University and a D.M.A. from the University of Southern California. He has done graduate studies at Fuller Theological Seminary and has served as an adjunct professor at Gordon-Conwell Seminary. He is the composer of the children's Christmas musical, *Three Wee Kings*, as well as various articles for *Worship and Creator* magazines. He has contributed to *The Complete Library of Christian Worship*, *The NIV Worship Bible*, The Worship Leader's Edition of *The Worshiping Church*, and *Transforming Power*. He also writes the popular Daily Devotionals (Advent to Epiphany and Lent to Pentecost online (sharpdevotional.com) including selected music and prayers of past and current saints. He is a past president of the National Association of Church Musicians. He has been a founding faculty member teaching the Christian Year with Dr. Jack Van Marion.



Jack Van Marion, D.Min.

Jack Van Marion is a founding faculty member of the Robert E. Webber Institute for Worship Studies. He teaches The Christian Year. He received a B.A. from Calvin College, a M.Div. from Calvin Theological Seminary, and a D.Min. in Worship Studies from Northern Seminary. As an ordained pastor, he has served churches in Hudsonville, MI, Des Moines, IA, Beamsville, Ontario, Canada. He is Pastor Emeritus of Calvary Christian Reformed Church in Edina, MN. Jack combines his worship and ministry experience in the pastorate with teaching opportunities, and along with others, he supervises doctoral candidates as they develop their thesis projects. He also serves as IWS' Thesis Style Reader.



Kent Walters, D.W.S.

Kent Walters is Director of Choral Studies and Professor of Music at Cornerstone University in Grand Rapids, Michigan. Previously, he served as Worship Pastor in a local church for 31 years. He earned the Doctor of Worship Studies degree from the Robert E. Webber Institute for Worship Studies, and the Master of Music degree in Choral Conducting from Michigan State University. He received a B.A. in Secondary Music Education from Calvin College, and a Diploma in Music Ministry from the Grand Rapids School of the Bible and Music. Kent has served as the Director of Alumni Activities at IWS since 2004, and was appointed faculty member for the Practicum Courses in June 2007. He is Editor of the IWS Newsletter, *Anamnesis*, publishes the *Webber Quote of the Week*, and plans annual post-graduate seminars in worship taught by leading scholars from around the world.

MWS Faculty



Douglas Curry, D.Min.

Douglas Curry serves as Worship Ministries Pastor at Messiah College, where he teaches various courses and gives faculty oversight to the Music & Worship Degree program. He holds a B.A. from Messiah College, M.A. from Lancaster Bible College Graduate School/Capital Seminary, and D.Min. from Wesley Theological Seminary. In addition to Doug's extensive involvement giving direction to a vast array of worship arts ministries in the context of the local church, Doug teaches the core course in the History, Theology, and Practice of Worship for Capital Seminary. An accomplished professional vocalist and choir director, Doug's vocational world also includes conference/workshop teaching events, choral adjudication, as well as a growing consulting practice working alongside churches to assist in their development of worship/liturgical arts ministries.



Dinelle Frankland, D.W.S.

Dinelle Frankland has been serving as Minister of Worship and Choirs at First Christian Church in Clinton, Illinois since September 2019. From 2003-2021, she served as Professor of Worship Studies at Lincoln Christian Seminary in Lincoln, Illinois, where she developed a Master of Arts in Formative Worship degree. She also served as academic dean at LCS from 2011-2015. Dr. Frankland holds a Bachelor of Sacred Music degree from Lincoln Christian University, a Master of Music in Church Music from Southwestern Baptist Theological Seminary, and a Doctor of Worship Studies from the Robert E. Webber Institute for Worship Studies. She previously taught music and worship at Dallas Christian College and Ozark Christian College, and has taught as an adjunct for TCMi Institute, a seminary near Heiligenkreuz, Austria. She is the author of *His Story, Our Response: What the Bible Says About Worship* and travels throughout the U.S. as a speaker and worship leader. At IWS she enjoys interacting with a variety of students who are eager to further their education for the benefit of God's Kingdom.

MWS Faculty



Lou Kaloger, D.W.S.

Lou Kaloger has served as a teaching elder at Tampa Covenant Church since 1987 and as a pastor since 2000. He holds a Bachelor of Fine Arts degree from Bowling Green State University, a Master of Arts in Biblical Studies from Reformed Theological Seminary, and a Doctor of Worship Studies from the Robert E. Webber Institute for Worship Studies. Lou is also an Adjunct Professor at Trinity College of Florida teaching courses on the history and theology of religious imagery and church architecture. He is a second career pastor after having served for 14 years as vice president of a Tampa advertising agency. Lou and Angela have been married since 1978. They have three wonderful daughters, two great sons-in-law, and two beautiful granddaughters.



Melody L. Kuphal, D.W.S.

Melody Kuphal is the Director of Music Ministries at Hosanna! Lutheran Church in St. Charles, IL, as well as teaching private music lesson out of her home studio. She earned her Bachelor of Special Education with a minor in music and her Master of Science in Educational Administration degrees from Northern Illinois University. In June 2017, she completed the Doctor of Worship Studies program at the Robert E. Webber Institute of Worship Studies and is now thrilled to be a part of the IWS faculty. Melody has been teaching private music lessons and working with children's theater directing teams for over 25 years. Additionally, Melody has recorded 12 albums, 9 of which are part of her "Mighty Kids" series: praise and worship music crafted to teach and inspire a generation of youth as worship leaders. Melody and Kevin have been married since 1995 and she is the proud mom of two terrific kids, Alex and Alyssa.



Pedrito Maynard-Reid, Th.D.

Pedrito Maynard-Reid is Assistant to the President of Walla Walla University for Diversity, Equity, and Inclusion, and has also been Professor of Biblical Studies and Missiology in the School of Theology since 1990. For 15 years he served at Northern Caribbean University in Jamaica in a number of capacities, including Professor of Biblical Studies, Chair of the Department of Religion, Director of Religious Affairs, and Pastor of the University Church. He served in similar roles for five years in Puerto Rico. He has a Th.D in Biblical Studies from Andrews University and a post-doctoral M.Th in Missiology from Fuller Theological Seminary. His published books include *Poverty and Wealth in the Epistle of James*; *A Commentary on the Epistle of James*; *Complete Evangelism*; and *Diverse Worship: African American, Caribbean & Hispanic Perspectives*. Pedrito is an international person in soul and spirit. He has visited, lectured, and served in every continent and region of the world including Antarctica. To serve the marginal, the weak, and the less fortunate, and helping them to a better life and a more fulfilling existence, both here and globally, is what he lives and strives for.

MWS Faculty



Carl Park, Ph.D.

Carl Park pastors the Arlington, VA, congregation of Great Commission Community Church. He received a Ph.D. in Theological Studies (New Testament) at Trinity Evangelical Divinity School. He also received a B.A. from Yale University, an M.Div. from Trinity, and a Th.M. from Princeton Theological Seminary. He has been a worship leader and a pastor to worship leaders, and he has served on the staffs of Christian and Missionary Alliance, Presbyterian, Vineyard, and non-denominational churches.



Greg Wilde, D.W.S.

The Rev. Dr. Gregory Wilde is an ordained priest in the Episcopal Church/Anglican Communion as well as a professor of the History, Theology, and Spirituality of Christian Worship. He holds an M.A. in Theology/Liturgical Studies from the University of Notre Dame, an M.Div. from Sewanee, University of the South, and a D.W.S. from the Robert E. Webber Institute for Worship Studies. In addition to his academic responsibilities Gregory serves as Rector of Holy Trinity Church and School, Fruitland Park, FL.

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Dr. Eric Bolger, *Chair*

B.A., University of California, San Diego
M. Div., Trinity Evangelical Divinity School
Ph.D., Trinity Evangelical Divinity School
D.W.S., The Robert E. Webber Institute for Worship Studies

Dr. Eric Bolger serves as Vice President for Academic Affairs and Dean of the College at College of the Ozarks in Point Lookout, MO, where he also teaches courses in Bible, theology, and worship. He was a member of the inaugural (“Alpha”) DWS class and taught MWS 501 Biblical Theology of Worship for 14 years, beginning with the inception of the MWS program. He served as the academic dean of IWS from 2007 to 2010. He has extensive experience in worship leadership and is a member of the preaching team at his home church in Branson, MO. He has extensive experience in worship leadership and is a member of the preaching team at his home church in Branson, MO.



Susie Buffam

B.A. (English Literature), Wheaton College

Susie grew up in Chatham, NJ and Wayne, PA attending Long Hill Chapel (NJ) and Church of the Savior (PA). She attended Wheaton College (IL) where she earned a BA in English Literature in 1995. She taught school for two years while earning an MEd from Eastern University (St Davids, PA) in 1998 before embarked on a career in business.

In her 25+ year career, Susie has held senior and executive positions in Finance, Operations, Technology, and Marketing at such well-known publicly held companies as Goldman Sachs, Citigroup, and RBS and has also spent time at several privately-held entities including Juniper Bank, Vertex Business Services, and Activus Connect. She earned her MBA from Columbia School of Business (NYC) in 2004.

Susie lives in Ridgefield, CT with her husband Jeremy (Bob Webber’s stepson), two sons, Briggs (13) and Dash (11) who are homeschooled, and two labrador retrievers. She is an avid skier and tries to spend as much of the winter as possible on a mountain. The family spends summers at Bethany Beach in Sawyer, MI.



Dr. Kai Ton Chau, *Secretary/Treasurer*

Honors Diploma (with distinction), Hong Kong Baptist University
M.Mus., Choral Conducting, Conservatory of Music, University of Missouri-Kansas City
M.B.A., International Business, Laurentian University
D.W.S., The Robert E. Webber Institute for Worship Studies

Equally conversant in the fields of choral music, Christian worship theology and practices, technology, and accounting and business, Kai Ton Chau’s diverse background has brought him into a career of an international scope. With particular interest in the higher education sector — especially in teaching, research and academic administration, his calling and vocation revolves around serving, learning, and teaching.

Appointed as a visiting scholar at Calvin College in 2014, Kai Ton continues his research and writing in the field of Christian worship, and his effort in teaching and nurturing worship and music ministry, particularly among the ethnic Chinese churches in North America. Kai Ton held the position of Associate Professor of Music Studies and Jack Van Laar Endowed Chair of Music and Worship at Kuyper College in Grand Rapids, Michigan. In addition to directing the college choir and ensemble, he taught music theory and chaired the Arts and Sciences department. His diverse career in Hong Kong, Canada and the United States has afforded him the opportunities to serve at various churches, inter-church events, mass choirs, and institutions of higher education (including Institute for Christian Studies in Toronto, and Redeemer University College in Ancaster, Canada).

Board of Trustees



Dr. Laura Story Elvington

B.S. (Music/Bible), Columbia International University
M.A. (Theological Studies), Covenant Theological Seminary
D.W.S., The Robert E. Webber Institute for Worship Studies

Laura Story Elvington is a Bible teacher, worship leader, Grammy award-winning singer/songwriter, and bestselling author. The song “Blessings” was certified Gold in 2011 and inspired her first book, *What If Your Blessings Come Through Raindrops*. Laura’s music and writing show God’s love and grace intersecting with real life, and serve as a reminder that despite questions or circumstances, He is the ultimate author of our story. Laura recently released a new book, *When God Doesn’t Fix It: Lessons You Never Wanted to Learn, Truths You Can’t Live Without*. She has served as a worship leader at Perimeter Church in Atlanta since 2005, and is currently in the thesis stage of the Doctor of Worship Studies at IWS. Her greatest joy is being a wife to Martin and the mother to Josie, Ben, Griffin, and Timothy.



Dr. Wendy C. Layland

B.A. (Social Sciences), Flagler College
M.C.L., Fuller Seminary
D.W.S., The Robert E. Webber Institute for Worship Studies

Wendy Curl Layland is a school founder (Veritas Classical School), worship leader, and realtor (owner of Endless Summer Realty). She is married to Brad Layland, CEO of The Focus Group. Together they have four teenage children: Max, Dakota, Jack, and Sydney.



Dr. John Lindsell, Vice Chair

Ed.M. & Ed.D. (Administration, Planning, and Social Policy), Harvard University
M.T.S. (Church History), Gordon-Conwell Theological Seminary
A.B. (English Literature), Wheaton College

Dr. Lindsell is Head of School, Oakbrook Preparatory School, 190 Lincoln School Road, Spartanburg, SC and lives in Inman, SC. He also teaches on finances in non-profit organizations in Harvard’s Summer School and has served on the faculty at Kennesaw State University. Previously John worked as the Headmaster and CFO at Westminster School of Augusta, GA, as Headmaster at the Whitefield Academy in Atlanta, GA, and also as the Assistant Superintendent for Finance for the Merrimack School District in New Hampshire.

Board of Trustees



Dr. Reuben A. Rubio II

B.S., Nuclear Engineering, University of New Mexico
M.S., Nuclear Engineering, University of Michigan
Ph.D., Science Education and Technology, University of Michigan

Dr. Rubio holds a bachelor's degree in Nuclear Engineering from The University of New Mexico, a master's degree in Nuclear Engineering from The University of Michigan, and a doctorate in education from The University of Michigan. He worked as a member of the technical staff at Sandia National Laboratories for five years, and has been teaching in higher education career since 1996 in science education and educator preparation. He has taught at Albion College, Spring Arbor University, and currently with Indiana Wesleyan University. Dr. Rubio currently serves as an Associate Professor for Indiana Wesleyan University in the School of Educational Leadership, National & Global campus, where he is the department chair for master's programs in education. He teaches courses at the master's and doctoral levels along with dissertation chairing, and advising on issues related to diversity, equity, and inclusion. He has taught in English and in Spanish. Dr. Rubio has a heart to teach students within a Christian higher education context, and especially to help advance the understanding and careers of people of color and their allies.

Dr. Rubio is Mexican-American and a native of New Mexico, currently residing in Michigan. He has been married since 1985 to Kathleen, a long time-home schooling mom who is also a pediatric and home health care nurse. They have seven children, two sons-in-law, five grandchildren, a dog, a cat, three piano/keyboards, four cars, seven guitars, four basses, six bathrooms, and eleven computers. Reuben enjoys playing bass, acoustic and electric guitar, reading, bicycling, watching movies or TV with his family and then discussing it afterwards, ballroom dancing, talking and watching basketball and baseball, and driving on road trips. He has been involved in leading worship in one form or another since 1976, in Catholic, non-denominational, and Wesleyan churches as well as parachurch groups, and doing this together with his wife since one year after they were married. He currently helps lead worship at two churches, one with his wife and the other as the leader as that church is bilingual Spanish/English. They are also members of a Christian band called Braking 4 Change. They became fans of Robert Webber through Ancient Future Worship, and his wife has been using the fourfold approach to worship planning for many years.



Emily A. Vermilya

D.W.S., The Robert E. Webber Institute for Worship Studies

Emily A. Vermilya, D.W.S., presently serves as Executive Pastor at College Wesleyan Church and as an Adjunct Professor of Christian Worship at Indiana Wesleyan University. She has served in local church ministry for over 25 years in rural, suburban, and urban church settings and has also served on the faculty of The Robert E. Webber Institute for Worship Studies in Jacksonville, FL and at Asbury Theological Seminary.

Trustees Emeriti



Dr. Melva Costen (In Memoriam)

B.A. (Education), Johnson C. Smith University
M.A.T.M. (Teaching Music), University of North Carolina
Ph.D. (Curriculum and Instruction), Georgia State University
Honorary doctorates (Litt.D.) from Wilson College and Erskine College

Dr. Costen was a widely recognized authority on music and worship. She retired as the Helmar Emil Nielsen Professor of Music and Worship at the Interdenominational Theological Seminary in Atlanta and was a visiting professor at Yale Divinity School for Fall 2007. She was the author of several books, including *African American Christian Worship*, which is widely used by theological seminaries. Dr. Costen chaired the committee that created the 1990 PC(USA) hymnal.



Mrs. Joanne Lindsell Webber, Esq.

B.A. (Education), Wheaton College
M.P.A. (Masters in Public Administration), Northeastern University, Boston,
MA J.D., John Marshall Law School, Chicago, IL

Ms. Webber worked in education, social work, and law in the public sector for 30 years, and has been retired since 1997. She resides in the home she and Bob built at Bethany Beach in Sawyer, Michigan.



The Rev'd Dr. Luder G. Whitlock, Jr.

Dr. Whitlock is a graduate of the University of Florida, Westminster Theological Seminary, and Vanderbilt University (D.Min.). He served as the president of Reformed Theological Seminary in Orlando for 23 years, and was the Executive Director of The New Geneva Study Bible and The Spirit of the Reformation Study Bible.

Dr. Whitlock, a Presbyterian minister, has spent much of his life in education, including 27 years at Reformed Theological Seminary (RTS). Dr. Whitlock joined the faculty of RTS in 1975, and, at the age of 37, was appointed president, a position he held for 23 years. Under his leadership, RTS grew from a small regional school to one of the most innovative as well as one of the 10 largest seminaries in North America.

Dr. Whitlock's years of ministry have been marked by an effort to bring mutual understanding and cooperation within the worldwide evangelical community, which led him to serve on the boards of the National Association of Evangelicals (NAE), the World Evangelical Fellowship (North America region), Mission America, the Lausanne Committee for World Evangelization, and Greater Europe Mission. He was co-founder and co-president of the International Reformed Fellowship, and later assumed a major role in the establishment of the World Reformed Fellowship. Dr. Whitlock has contributed to more than 20 books and 20 periodicals. He is author of *The Spiritual Quest* and served as executive director for The Spirit of The Reformation Study Bible.



Mrs. Patricia Witt

B.S. (Mathematics), Birmingham Southern College
Project Management Professional
Graduate M.B.A. course for IBM, Harvard University

Ms. Witt's varied thirty-year career with IBM started with software development, technical education, and technical marketing, and concluded with leading international custom solutions teams as a nationally certified project manager.

Committed to community service since her teens, she serves in various roles with her church; has helped establish several non-profits; served as a Stephen Minister and Leader, as Laubach Literacy Tutor and Trainer; and volunteers with Kairos Outside, Soroptimist International of the Americas, Inc., the Woman's Club of Raleigh and founding member of Partners Against Trafficking Humans in North Carolina.

An Alabama native, she is the widow of David Witt, past IWS Board member and organist of Hayes Barton United Methodist Church, Raleigh, NC. She and their daughter and her family also reside in Raleigh. She enjoys choral singing, cooking, and traveling.



A Message from *the* Director of Alumni Activities

Dear Readers:

Let me first say that IWS is a unique community and once you're a part of it you always belong. Bob Webber and the entire IWS community had a significant and lasting impact on my life and ministry while I was a student at the school, so I consider it pure joy to serve the alumni, students and faculty in an ongoing capacity.

The Alumni Association was established when the first class of DWS students graduated in June 2002. Chris Alford was one of those first graduates, and he led the efforts of extending the IWS community to the alumni in the early stages of the association. Then, in June of 2004, I was appointed Director of Alumni Activities. I was also privileged to be a part of the first graduating class—the Alphas.

The IWS Alumni Association exists to celebrate and maintain the unique community established among the students and faculty while on campus in Orange Park. Our aim is to encourage, edify, and inspire the alumni. Several key resources and endeavors help to that end:

- 1) *Anamnesis*: the IWS newsletter is published quarterly to keep the IWS community informed and connected through information on fellow graduates, students and faculty members, and IWS activities.
- 2) The alumni website facilitates communication and ongoing renewal with tools that include directory information, worship resources, articles by the faculty, and audio files from the on campus sessions.
- 3) Annual post-graduate courses are offered in a seminar format taught by respected scholars. Stanley Grenz, Leonard Sweet, Phyllis Tickle, Christopher Hall, Brian McLaren, Don Saliers, Harold Best, Don Davis, and others have led these sessions. Along with the seminar, various alumni events are planned during this time for renewing friendships, reconnecting with faculty, visiting classes, and worshipping with the IWS community, which is a highly valued time for everyone on campus.
- 4) Regional alumni gatherings are being established across the country giving graduates and friends opportunities to meet for mutual growth and encouragement. Some groups enjoy discussing a book each time they meet; others gather to simply enjoy one another's company and exchange ideas and prayer requests. Current IWS Regionals include Minneapolis/St. Paul, West Michigan, Toronto, Chicago, Nashville, Kentucky/Tennessee, Oklahoma, Central Texas, Oklahoma and Colorado Springs. IWS Regionals will continue to spring up as graduates come from all over our country and the world.

Come and be a part of this unique community where personal and ministry transformation is the norm. Your spiritual journey will be enriched through a deeper intimacy with the Triune God, and the warmth of lasting human relationships will give you encouragement and challenge in a community that desires to seek and love God first and best of all.

Blessings,


Director of Alumni Activities

IWS Yearly Calendar

| | |
|-------------------|---|
| January | First to second Wednesday: Classes meet (moveable date). |
| May 1 | End of January term. Course papers due. |
| June 1 | Start date for June course work (except for BIB 501A). Payment for June tuition and fees for returning students due. January course late work due. |
| June | Third to fourth Wednesday: Classes meet (moveable date). Graduation: Sunday |
| November 1 | End of June term. Course papers due. |
| December 1 | Start date for January course work (except for BIB 501A). Payment for January tuition and fees for returning students due. June course late work due. |

The cycle begins again.



DIVERSITY, EQUITY/EQUALITY AND INCLUSION POLICY FOR IWS

The Church of Jesus Christ is catholic, meaning “universal,” or literally, “according to the whole.” Through the Church God gathers the world to himself—embracing but transcending nationalities, ethnicities and cultures. The global Church is called out from the oppressive regimes of the powers of darkness and declared to be, universally, “What belongs to the Lord.” In light of this theological position, the Institute for Worship Studies (IWS) is an Equal Opportunity Employer, committed to reflect the full racial, ethnic, sex, socio-economic, denominational and age diversity of the Church universal at all levels—students, faculty, administrative staff and board. All activities and perspectives of diversity, equity/equality and inclusion (DEI) are circumscribed by the mission of IWS as an educational community committed to the traditional orthodox Christian faith and practice.

IWS is a diverse school with an international outreach. The goal of this DEI policy at IWS is to direct the constituency of the Institute, starting with the Board of Trustees, and including Faculty and Administrative Staff, to be intentionally and proactively reflective of, and sensitive to, the diversity of the global Church of Jesus Christ and IWS’s student body. As Dr. Pedrito Maynard-Reid stated, the highest goal of DEI is to be like Jesus, including being intentionally incarnational. Dr. Emmett G. Price noted that efforts in DEI initiatives constitute a response to the Lord Jesus Christ’s call to hospitality, the invitation to his table of welcome and friendship with God, a table to which all are summoned regardless of ethnicity, social class, sex or age. Additionally, it is our goal to keep in focus where IWS should reach out to diverse communities which reflect the global nature of the Church of Jesus Christ. The areas of DEI include ethnicity/race/culture, sex, age, socio-economic status, disability and denominational/confessional convictions. “Reaching out” involves recruiting, retaining, and promoting the success of a diverse community of learners encompassing all stakeholders, including students, faculty, staff, trustees, alumni and public.



“I will miss my cohort a lot. We studied together, we discovered together, we cried together, we sang and we prayed together. IWS is much, much more than just a school. Thanks be to God!”

DWS Alumna

IWS Online



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FACEBOOK.COM/IWSFLA





The Robert E. Webber
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Worship Studies