



TE KĀRETI IRIRI O CAREY

CAREY

BAPTIST COLLEGE

PŪRONGO Ā-TAU

Annual Report 2024



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About Carey

Carey Baptist College (Carey) is one of Aotearoa New Zealand's leading providers of theological education. The college is based in Penrose, with a vibrant on-site campus community and a strong distance learning cohort engaging in both online and synchronous learning across the country. Since 1926 we have been training Christian leaders for ministry in the church and mission to the wider community. This includes pastoral leaders, youth workers, chaplains, ministry leaders – as well as equipping those in a range of professional vocations to serve and make a gospel difference in their contexts. Carey is the only theological college in New Zealand to offer degree level and post-graduate study in applied theology. We have a strongly integrative approach to theology. Guided by lecturers who are both world leading academics and experienced practitioners, our students learn to integrate the resources of the Christian faith with the realities of their context and the rhythms or practices of Christian life and leadership today. It is this integration of faith, context and practice - or God's word, God's world and God's work - that makes our training so deeply formational.

At Carey we are committed to forming leaders who can:

PROCLAIM JESUS Our churches and communities need leaders who look to Jesus, and are led by his Spirit. We need leaders who see Jesus as their “foundation” (1 Cor 3:11), and who passionately proclaim Jesus as Lord (Col 1:28).

TEACH SCRIPTURE We need leaders who view Scripture as “God-breathed” (2 Tim 3:16), leaders who feed on God's word and can feed others with that word. They watch their doctrine closely (1 Tim 4:16), and “correctly handle the word of truth” (2 Tim 2:15).

READ CULTURE We need leaders who have the skills to understand their cultural context. They can discern where the gospel calls for resistance, and where the Spirit is at work in the world (Acts 17:16-34).

NURTURE DISCIPLES We need leaders who nurture to Christian maturity those entrusted to their care. Like a mother or father, they are gentle and selfless and deeply committed to the people they serve (1 Thess 2:7,11).

GUIDE COMMUNITIES Finally, we need leaders who are shepherds (Acts 20:28), leaders who can courageously guide their communities towards fuller participation in God's mission of reconciling and renewing all things in Christ (2 Cor 5:17-20).



Nau mai, haere mai ki te kāreti iriiri o Carey

Message from the Principal

John Tucker

One hundred years ago, at their annual conference in 1924, the Baptist churches of New Zealand decided to establish a theological college to train leaders for gospel ministry and mission. As I reflect on 2024, ten highlights come to mind – one highlight for every decade.

Pastoral Leadership

In February we welcomed a new cohort of students onto our pastoral leadership and youth pastoral leadership programmes. It was one of the strongest cohorts in recent years, and it's a cohort that reflects a significant change in our pastoral leadership training. Of the 14 students, about half of them are based outside of Auckland, with their home church providing the ministry context for their learning as they train with us.

Easter Camps

In March a number of the Carey teaching team spoke at the Northern and Southern Easter Camps. The highlight for me was hearing Dr Michael Rhodes, our Old Testament lecturer, preach the gospel so compellingly on Easter Sunday morning, and then watching as hundreds of young people got up out of their chairs to stream forward in response to Michael's appeal to embrace the forgiveness, healing, and purpose that are available only in Jesus Christ.

CareyLocal

In semester one we hosted our third CareyLocal course – Introduction to the Old Testament. Over the last two years, hundreds of people in Baptist churches across New Zealand have gathered as local cohorts to study the Bible

together, with a Carey lecturer guiding the teaching and discussion by Zoom. It's been so encouraging to see so many people discover the riches of God's word.

Government Overview

In June the government conducted its four-yearly External Evaluation and Review (EER) of the college. The review panel awarded Carey "Category One" status, saying that it is "highly confident" in our performance and in our self-assessment, and giving us an "excellent" grade for both. Incredibly, the panel issued no recommendations or requirements as a result of their review. This is the best possible result that can be achieved, and places Carey at the very top of New Zealand's accredited training providers.

Psalms Conference

In July we hosted our major event for the year, a conference on the Psalms and Christian worship. It wove together a vast cast of biblical scholars, church leaders, and creative musicians from a range of cultural backgrounds. The conference was motivated by a conviction that in the Psalms we find a framework for worship that is rich enough and big enough to renew and sustain our worship and our witness. We are praying that this event might catalyse new patterns of biblical worship within our churches.

Teaching Team

This year we welcomed Katie and Dan Cuttriss as the new leaders of our Intermission programme, our one-year discipleship formation journey for school leavers and young adults. I watched again



with wonder at the way the Lord has assembled at Carey a very special team of lecturers who are both gifted academics and experienced leaders, men and women who are actively engaged in ministry and mission. That is why they are so good at equipping our students with the knowledge, skills and spirituality required for gospel ministry today.

Micro-Credentials

In recent years, Carey has offered three main pathways: **(a)** a Pastoral Leadership track for people with a recognised call to pastoral ministry, **(b)** a Mission Leadership track for people wanting to be equipped for mission service, whether in Aotearoa or overseas, and **(c)** a Ministry Internship track. This year, we've been able to add another pathway: Micro-Credentials. These are shorter and lighter pathways of training, ideal for people who are not able to commit to a larger programme of study. In August we launched two micro-credentials: a Certificate in Ministry Supervision and a Certificate in Christian Leadership.

Strategic Plan

In September, after extensive consultation with church leaders right across the country, the Carey board signed off a new strategic plan for the college. It identifies six priorities that will enable us, under God's gracious hand, to achieve our aspirational goal—which is that, in 10 years, every one of our stakeholder churches has the trained leaders it needs to become mature in Christ and to be effective in mission.

New Campus

In October we received the first draft for the layout of our new campus, into which we will be moving this time next year. We're very excited about our new home. It will provide Carey with an excellent purpose-built learning environment for our on-site and on-line students, while also generating new income streams to support the ministry of the College into the future.

Leadership Pipeline

But, for me, the number one highlight of the year, was the Sending, when we celebrate and commission the ministry and mission students who have completed Carey's rigorous leadership formation process. This College was conceived 100 years ago to train leaders who can passionately proclaim Jesus, faithfully teach Scripture, sensitively read culture, selflessly nurture disciples, and courageously guide communities into fuller participation in the mission of God. What a wonderful way to celebrate the continuation of our college's mission.

I can't think of a more important ministry in which to invest my life. It's been a privilege serving as Carey's Principal for these last seven years.



Honouring Seven Years of Faithful Leadership

After seven years of faithful and exemplary service, John's tenure as Principal of Carey Baptist College concluded in November 2024. Appointed in November 2017, John led the College through a season of significant change, including the challenges of the COVID-19 pandemic. His calm and capable leadership provided much-needed stability and strength during those uncertain years.

In 2021, John's initial four-year term was extended for a further three years by the Baptist Union of New Zealand. As his reappointment came due in 2024, John discerned—after much prayer and reflection—that it was time to step aside from the Principal role and return to his first love: teaching.

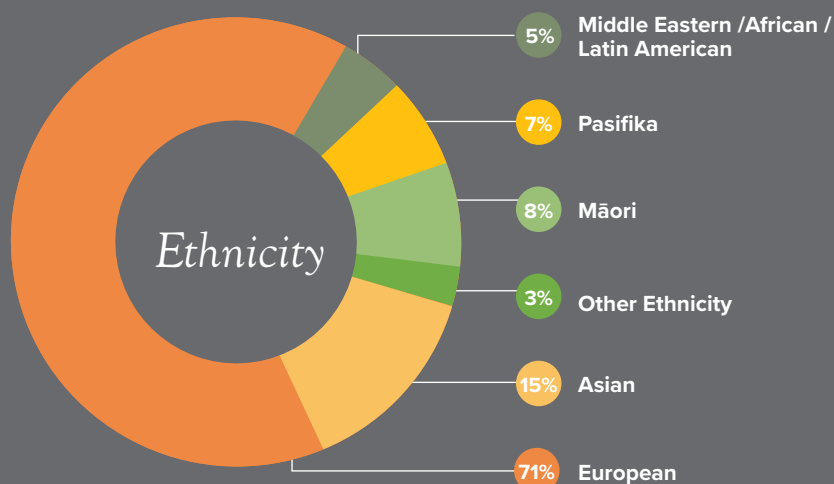
John is a gifted educator—deeply passionate, engaging, and insightful. Whether in the classroom, preaching from the pulpit, or leading in smaller settings, he brings wisdom and clarity that continues to impact students and churches across Aotearoa.

We are deeply grateful for John's leadership, his character, and the outstanding team he helped to build. We are also delighted to share that John will remain on staff as part of Carey's teaching faculty, continuing to serve the Baptist movement with excellence in theological education.

Thank you, John, for your leadership—and for staying close to the heart of Carey's mission in this new season.



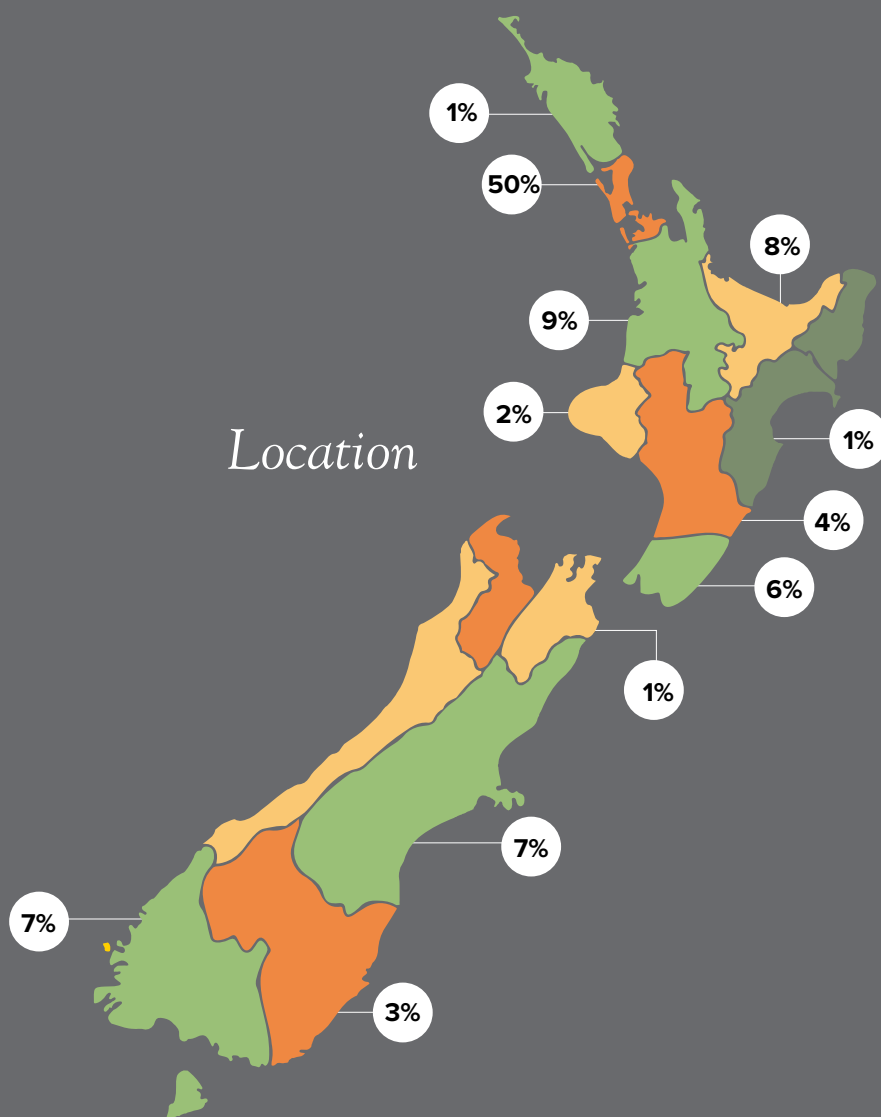
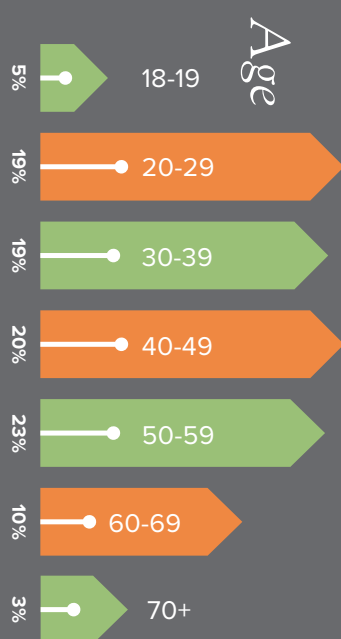
Our Students



57% Female



43% Male



Launching the Certificate in Christian Leadership: A New Chapter in Equipping the Church

In 2024, Carey Baptist College launched the Certificate in Christian Leadership (micro-credential)—a new and timely course designed to meet a pressing need voiced by churches across Aotearoa. Leaders and communities have long been calling for training that is both biblically grounded and practically relevant, accessible to everyday Christians serving in diverse contexts. The *Introduction to Christian Leadership* course answered that call.

Delivered fully online on Tuesday evenings, the course was accessible to both CareyLocal cohorts and individual distance students. With 165 students participating across 17 cohorts, the response far exceeded expectations—clearly confirming the need for high-quality, flexible, biblically- and theologically-based leadership training.

What made the course distinctive was its intentional structure. The first half built a strong biblical and theological foundation, followed by practical engagement with real-world leadership challenges. As one student put it:

“[I was] so impressed by the foundational teaching that was laid out first, before then building a structure of solid, versatile leadership principles on top.”

The teaching was led by a team of Carey’s scholar-practitioners—experts in their fields—who brought both theological depth and lived leadership experience. Students consistently highlighted the richness of learning from a range of voices:

“I really appreciate that this course is doing something new. I like the range of voices and experiences that make up the teaching team.”

The fully online format made the course widely accessible, and the structure supported deep learning and immediate application. One student reflected:

“[I appreciated] the concept of having biblically informed leadership frameworks... developing [my] own working philosophy to then move to application—this structure as a broad concept makes sense and I understood it.”

We are excited by the impact this new offering is already having and look forward to the ways it will continue to shape Christian leaders throughout Aotearoa in the years to come.



Introduction to Christian Leadership

CERTIFICATE IN CHRISTIAN LEADERSHIP MICRO-CREDENTIAL

Online | Tuesdays 7-9pm | Starting 20 August 2024 | WWW.CAREY.AC.NZ
Enrolments open 30 July and close on 12 August | Spaces are limited

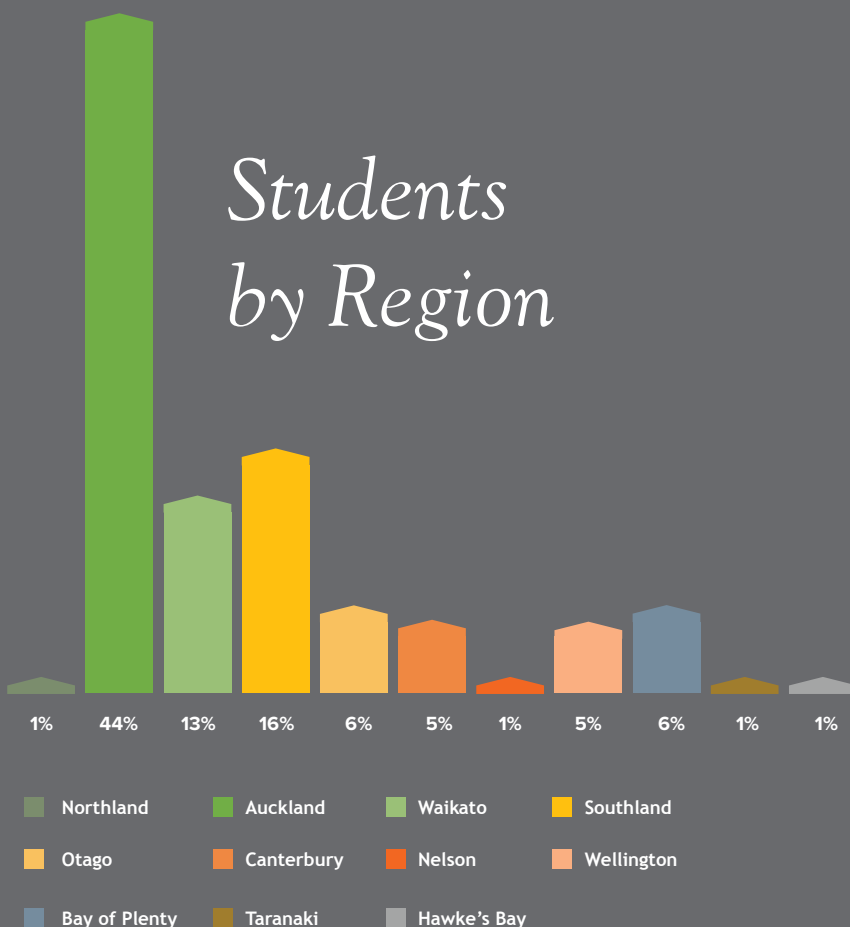


journey with us
AT YOUR PLACE
WITH YOUR PEOPLE





Students by Region

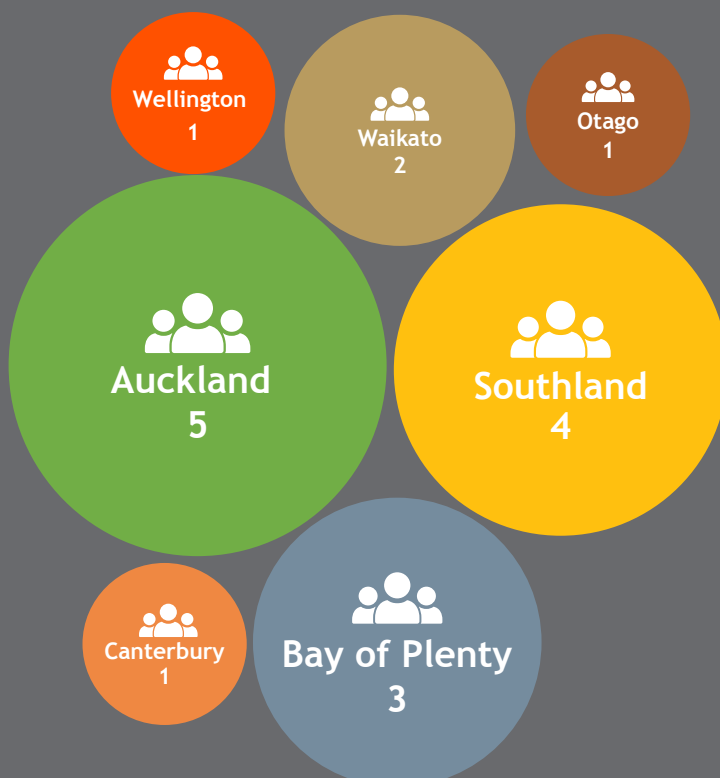


Cohorts by Region



17 Cohorts

Representing 51%
of students



Chapel Worship: Mentored for Ministry

Every Tuesday, students and staff gather in Carey's Wharekarakia for a time of worship, prayer, and preaching. This weekly chapel service is a central rhythm in our community life—nurturing our spiritual formation and modelling practices that many students will carry into their future church leadership.

In 2024, our chapel theme was Mentored for Ministry, drawing on the wisdom of the Pastoral Epistles—1 Timothy, 2 Timothy, and Titus. These letters offered us a rich framework for exploring how Paul affirms, challenges, and commissions emerging leaders in the midst of real ministry challenges: from a struggling church to a new mission field, and in seasons of personal hardship.

Carey faculty led many of these services, joined by guest preachers from across Aotearoa. A key goal of our weekly worship is to model faithful expository preaching—where the shape and substance of the sermon flow from the biblical text itself. These services don't just inform; they form the next generation of leaders in how to handle Scripture with care and conviction.

Each message was recorded and released as part of the CareyOpen Podcast, with select sermons edited into video resources designed for small groups and churches. We hope these will become a lasting gift to churches around the country.



Listen or subscribe to the
CareyOpen Podcast

www.carey.ac.nz/podcasts/



Training for Ministry, Serving with Purpose | Chriselle Lees-Thomas

After graduating from Carey Baptist College with a Graduate Diploma in Applied Theology and completing the Pastoral Leadership Track, I was called to Village Baptist Church in Havelock North, Hawkes Bay. In my role as Associate Pastor, I oversee Youth Ministry and Pastoral Care.

When I began my ministry training in 2021 as a part of my professional development, I never imagined leaving Auckland, or my home church. I was working full-time in ministry while studying part-time, and focus remained on the context I was already serving in. But as I spent more time at Carey—especially with my cohort and lecturers—I began to recognise the deep transformation God was doing in me. I sensed God was calling me to more.

My call to pastoral leadership was refined, and I began to walk with more confidence in the gifts God has placed within me. That journey led me to leave my home church before finishing study, moving across Auckland, and stepping into a space where I was trusted with greater responsibility as an Assistant Pastor. Carey facilitated a process where I came to know more of God and more of myself—not in a way that required me to be smaller for God to be bigger, but instead in a way that affirmed I am a vessel through whom God works, and that I could live in full confidence of what God is doing in and through me.



Since leaving Carey, participating in God's mission has taken me far beyond my comfort zone—away from friends, family, and familiarity, to a place where I quite literally knew no one before arriving. But I've learnt that where God calls, God provides. Over the last 18 months, I've been embraced by community, made friends I now consider family, and feel completely at home now.

I have the privilege of leading a thoughtful and curious group of teenagers, alongside a passionate and committed leadership team. Our young people regularly keep me on my toes with their big questions, and I continue to discover just how deeply my theological training at Carey prepared me for moments like these.

Pastoral ministry hasn't been without its challenges though. In times of exhaustion or uncertainty, I remember who called me and return to the question: "God, what are you doing – and how can I join in?" While the journey has felt lonely and filled with longing at times, it's also been marked by deep joy. In both the highs and lows, I still get to celebrate and cry with the pastors I journeyed with at Carey, and now with those I serve alongside in the Lower North Island.

I am deeply grateful for my time at Carey – for learning that lasts, equipping that continues to bear fruit, and for community to confidently call on.

Most of all, I'm thankful for a place that created space for me to discover more of God and more of myself, so that I now walk forward grounded and confident in my call to pastoral ministry.

Chriselle Lees-Thomas graduated from Carey Baptist College in 2023 with a Graduate Diploma of Applied Theology and a Diploma in Pastoral Leadership. She is currently serving as an Associate Pastor at Village Baptist Church.



Chriselle Lee-Thomas

1970s Alumni Reunion at Carey

In May 2024, Carey Baptist College warmly welcomed back its graduates from the 1970s for a very special reunion weekend. This long-awaited gathering offered alumni the chance to reconnect, reminisce, and reflect on both their time at Carey and the journeys they've taken since.

More than 50 former students attended the event, which opened with a celebratory dinner filled with delicious food, live music, and heartfelt storytelling. Over the following two days, attendees immersed themselves in the archives, attended workshops and a lecture, met current staff, and shared a meal with today's students. A highlight of the weekend was a chapel service featuring an encouraging message from Brian Smith that resonated deeply with all who were present.

The atmosphere throughout the weekend was rich with joy, reflection, and genuine connection. There was worship and laughter, stories and tears, learning and inspiration. As one participant put it, "It exceeded expectations." The warmth of fellowship and shared history created space for vulnerability, encouragement, and spiritual renewal.

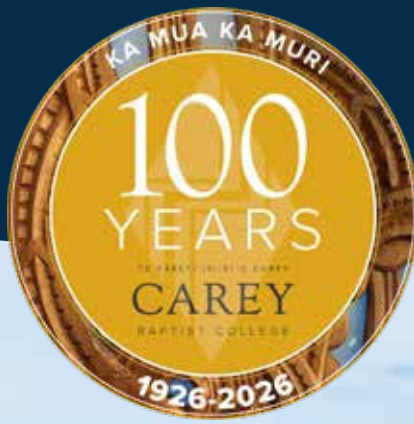
One attendee captured the essence of the weekend beautifully:

"It was great to meet many we hadn't seen for years and to find immediate fellowship and connection... The reestablishing of friendships was special, but it was more than that...we were refreshed spiritually and encouraged in our love for the Lord."

Now in their 70s and beyond, many of the alumni spoke openly of life's challenges—grief, illness, family struggles—yet what shone most brightly was their enduring faith, hope, and love. There was a striking depth and authenticity in the conversations; no competition, no pretence—just a genuine grace that marked the entire event.

This reunion was more than a nostalgic return; it was a powerful reminder of the lasting impact of community formed in Christ. As we look ahead to Carey's Centenary Celebrations in 2026, we do so with full hearts and great anticipation.





Carey Centenary: Celebrating 100 Years

For nearly a century Carey Baptist College (Te Kāreti Iriiri o Carey) has been equipping and forming Christian leaders for ministry, mission, and gospel renewal in churches and communities across Aotearoa and beyond. 2026 will be our centenary year and we invite you to join us as we celebrate 100 years of God's faithfulness.

Our centenary will be a time to both reflect on our rich heritage and look forward to our next chapter. Accordingly, this special event will also mark the formal opening and dedication of our new campus—an investment into the next generation of leaders who will carry the good news of Jesus into a changing world.

Whether you are an alumnus, current student, church leader, or friend of Carey, we warmly invite you to be part of our formal celebrations, which will run over two days from Friday 20 March to Saturday 21 March 2026.



20-21 MARCH 2026

KEEP AN EYE ON OUR WEBSITE FOR MORE DETAILS AND OTHER WAYS TO ENGAGE DURING THE YEAR:

WWW.CAREY.AC.NZ/100-YEARS

Carey Conference: Singing and Praying the Psalms in Aotearoa

The 2024 Carey Conference was a landmark event that brought together 163 attendees—surpassing our expectations—from across Aotearoa’s Christian community, including students, pastors, scholars, worship leaders, creatives, and songwriters. The theme centred on equipping God’s people to sing and pray the Psalms in ways that reflect the languages, cultures, and spirit of Aotearoa.

This richly textured event featured keynote addresses and workshops that integrated Scripture with intercultural, interdisciplinary, and artistic expressions. A diverse range of speakers offered deeply contextual and theological insights, while music was interwoven throughout the conference in powerful and innovative ways.

One of the conference highlights was the free Thursday evening public event, which drew close to 400 people and was described by many as a deeply moving experience. The workshops and keynotes received glowing feedback, with attendees calling the content “rich” and noting the wide array of offerings as both energising and inspiring. Some even left saying they now wanted to study theology.

Importantly, the conference offered more than just a programme; it sparked creative and collaborative work among Carey staff and attendees alike.

New worship songs were composed and shared, with the potential for widespread use in churches across Aotearoa. Academics and artists alike were inspired to create, reflect, and engage in ways that may not have occurred otherwise.

Video recordings and other outputs from the event are available on Carey’s website. Attendees were also being invited to share any creative works or responses generated by their experience, further extending the impact of the event.

As Michael Rhodes reflected,

“This event was a dream come true... rooted in Scripture, rich in collaboration and cultural diversity, and a glimpse of what a truly contextual approach to theology and worship can look like in Aotearoa.”

The Psalms Conference stands as a testament to what is possible when Scripture, culture, and community are woven together with creativity and care.

View the video recordings and conference artifacts here: www.carey.ac.nz/about-carey/carey-events/psalms-conference/





A Master's Journey: Integrating Worship, Theology, and Church Life | Andrew Baldwin

Are there questions or issues you keep encountering that could be better engaged and resourced? Do you keep experiencing gaps between theory and practice that you might be able to bridge? At Carey Graduate School we want to support you to both ask and answer questions that are most pressing in your own context—integrating Scripture and theology with your work and world.

Below is an overview from one of our recent Masters graduates, Andrew Baldwin, as he describes his own thesis project.

“We often think of worship in the church requiring an exclusive focus on the divine, but if this is so what is the significance of doing worship together? What is gained by doing worship in the context of community rather than as isolated individuals? My research sought to understand this interaction between the worship of the church and the community of the church. How does the church’s worship influence the relationships between those who make up the church, and in turn, how does the nature of these relationships influence the church’s worship?

To undertake this research, I used the theology of Tom Greggs, a British Methodist theologian, as the lens by which to examine the nature of the interpersonal relationships in the church. A close reading of the first volume of Greggs’ planned three-part series on dogmatic ecclesiology entitled: *Dogmatic Ecclesiology: The Priestly Catholicity of the Church*, revealed that the interpersonal relationships in the church could be

characterised as spiritual, priestly, and formative in nature. Spiritual in that they are mediated in and by the Holy Spirit as the Spirit forms the church as a community of salvation; priestly in that the Spirit turns those in the community away from themselves and towards God and others; and formative in that they are an important component of how the Spirit forms the church to exercise its priestly role in the world.

Extending these theological insights gained from Greggs into Baptist ecclesiology demonstrated how the worship practices of the church can be an important part of developing the relationships in the church. The Baptist understanding and practice of covenant-making, baptism, communion, and corporate discernment were all examined and found to contain significant dimensions of interpersonal relating. The Baptist practice of covenanting explicitly brings together the horizontal and vertical aspects of the church’s relationships as the church commits to Christ in their commitment to each other. Baptism not only marks the entry of an individual into the community of the church but also turns the community towards the one being baptised, directing all the church’s relationships away from themselves to the community formed by God. Communion is a regular covenant renewal ceremony in which the church declares that its relationships both with God and each other are based on the grace of God revealed in Jesus Christ. Finally, in corporate discernment the Spirit-mediated relationships between the members of the church become the context in which Christ’s will is made known.

My hope is that as churches recognise the interpersonal element of these worship practices this will enrich and strengthen the interpersonal relationships in the church.

A greater recognition of this mutual interaction between worship and the relationships within the church could enable the worship practices of the church to better contribute to forming relationships of intimacy and depth within the church. This, in turn, could help churches to become the sorts of communities that better reflect the character of Christ, exhibiting the spiritual, priestly, and formative nature of their interpersonal relationships as they bear witness to Christ and participate in Christ’s mission in the world.”

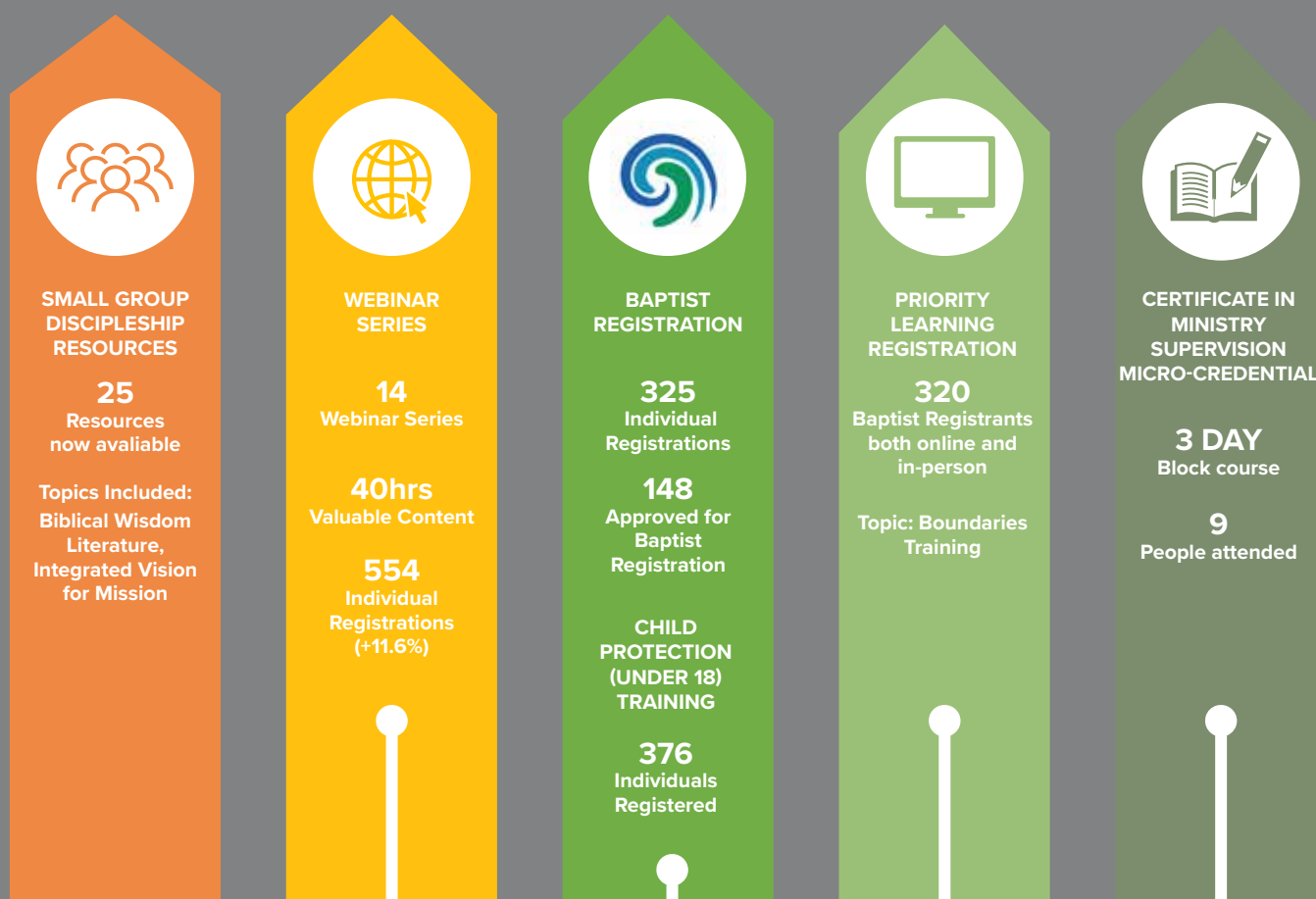


Carey Centre for Lifelong Learning 2024

The Carey Centre for Lifelong Learning exists to support and resource the ongoing professional development of both leaders and practitioners of ministry and mission. We aim to help sustain church and mission leaders with depth for longevity and with the same calibre of content and teaching that would be expected in the Carey classroom.

In 2024, the Carey Centre for Lifelong Learning (CCLL) continued to deliver high-quality, accessible educational content, and support Baptist leadership through Registration and Supervision. Some highlights include expanding our Small group and Online Resources, increasing sales by 11.6%, as well as an increase of Individual Baptist Registrations by 48%.

Overall, CCLL's initiatives in 2024 underscore its dedication to support and resource the ongoing learning and development of Christian leaders and churches.



Leaving a Gift in Your Will



Including a Gift in your Will

Your Will is a personal and customised document specifically written for what is most important to you. Including a gift in your Will is a simple thing to do, whether you already have a Will or are creating one for the first time. It doesn't have to impact on your day-to-day living and allows you to bless future generations, continuing to see God's Kingdom flourish into the future.

Contact Us

If you have any questions or would like further information on leaving a bequest to Carey please contact:

Chris Berry

Bequests Manager

bequests@carey.ac.nz | 09 526 7531

"As a Carey student many years ago, I was equipped with the biblical knowledge, practical skills, and spiritual practices needed for pastoral ministry. After several years in local church leadership, I returned to the College as a lecturer to help train and resource the next generation of Christian leaders.

It's so exciting watching students grow in their love for Jesus and his word. It's such a privilege to see them grow in their leadership capacity. And it is such a joy to hear how, as graduates, they are proclaiming and embodying the gospel in local churches and mission contexts across New Zealand and around the world.

Through Carey graduates, God is renewing and transforming our world. I can't think of a more strategic ministry than equipping Christian leaders with the knowledge, skills and practices needed for gospel ministry in our world today. That's why I've left a gift to Carey in my will. I hope you'll do the same."

John Tucker

Financial Snapshot 2024

Full financial statement available upon request.

| Income | |
|------------------------------|------------------|
| Commercial Income | 303,952 |
| Government Funding | 926,722 |
| General Income | 234,349 |
| Interest & Dividends | 302,355 |
| Student Scholarships Funding | 57,840 |
| Tuition & Student Fees | 455,414 |
| Grants & Donations | 779,613 |
| Transfer from Reserves | 16,082 |
| TOTAL INCOME | 3,076,327 |
| Expenditure* | |
| Academic services | 317,538 |
| Administration Expenses | 446,008 |
| Personnel Expenses | 2,121,459 |
| Property Expenses | 137,608 |
| Student Expenses | 53,714 |
| TOTAL EXPENDITURE | 3,076,327 |
| *Depreciation not included | |



TE KĀRETI IRIRI O CAREY

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