



Carey

2026


Deep Foundations - Widening Reach



Welcome to our 2026 Vision

Carey acknowledges that the Whadjuk people of the Noongar nation are the traditional custodians of the surrounding country and its waters, including places from where we serve the communities around us. We recognise their continuing connection to the land and waters, and thank them for protecting this land and its ecosystems since time immemorial. We pay our respects to Elders past, present and emerging, and extend that respect to all First Nations people in the communities around us.

Carey also recognises that we are only custodians of the spaces from which we serve the community and of the resources we use to do so and that all we have is God's. We hope to understand more about this land and our surrounding environments from our First Nations people and particularly the Whadjuk people of the Noongar nation through relationships of mutual trust and learning.




Carey has a deep desire to play its part in the story of God in the world. This has seen us take significant steps of faith as we have tried to be good stewards of the privileged position God has placed us in.

After taking some stretching steps of faith between 2009-2016, including starting a new campus and community centre, in 'Carey 2020' we committed ourselves to realise our potential whilst positioning ourselves for impact. Although we faced many challenges, during this period we consolidated the gains from previous years, strengthened our organisational structure and enhanced our capacity. God has given us encouraging growth.

Now we feel called to a new season of development. From the strong foundations built, in the five years to 2026 we see Carey working to widen its reach, whilst digging deeper to better understand the contribution God invites Carey to make in the world.

Our theme will be 'Deep Foundations, Widening Reach' - or more simply, 'Deeper - Wider'.



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Our Heritage

Carey started as a church plant led by Pastor Steve Izett in 1996. The group of around 25 founders, most of them in their 20's, were committed to establishing a church that turned itself inside out so that it could be on a mission beyond itself, facing and ministering to the needs of the community around it. Its first step was to establish Carey Baptist College, a feat only possible for this small group because of the provision of God and the support of Mount Pleasant Baptist Church.

Carey is named after the pioneer Baptist missionary William Carey, who famously urged, "Expect great things from God. Attempt great things for God."

At Carey we are committed to attempting the extraordinary, not for the sake of it, but because it matters.

God's heart for the world and the needs of our time impact and compel us.

Carey's story reminds us of what God can do when an ordinary community of people trust God and face outwards.

Carey has come a long way and today operates on two campuses with a Church, College, Jump Early Development Services and Cafes operating on each.

The schools serve the educational needs of over 2000 students, Jump works with another 400 families, and Timber serves around 100 000 cups of coffee each year. Carey has also developed the Carey Right Track Foundation, Avenir Leadership Institute and Carey Hope, each of which serve both on and well beyond our campuses.



In all these activities, four chords weave their way through all we do, helping us to refine our focus and what we prioritise.

Hope

Because we believe that a good God created the world and calls us to join God's mission of shaping the world.

Compassion

Because life can be difficult and we each have our own struggles and heartaches. There is also great need in the world.

Family

Because none of us are meant to be alone, and we are better together.

Learning

Because life is beautiful, complex and evolving, and we need to keep learning to build a better world for all.

The DNA of the church continues to shape us deeply. Our founders turned the church inside out, and each Carey entity strives, in its

own way, to serve the community with hope, love and compassion, to help shape a world transformed by God's love.



Our Vision, Mission and Values

At Carey **our vision** is to see a world transformed by the love of God.

Our mission is to establish flourishing communities of hope through which people can:

- Experience God's love;
- Have the opportunity to say yes to Jesus; and
- Demonstrate God's compassion for the world.

In living out our mission we urge the Carey community to embrace:

Courage

For without it we will not have a go, or speak up when we should

Respect

For we believe all people are made in God's image

Humility

For we know that all we have comes from the hand of God

Integrity

For without it, we are lost

Kindness

For life has many struggles, and we need to support each other along the way



In one way or another, all parts of our movement give life to our mission and are shaped by these values.

We lean into life, host curious conversations, listen deeply, and try to make a positive difference in this world we all share.

We are compelled by God's love for this world and each person in it.



Our Faith and Philosophy

Carey has been shaped by the Christian faith, and its activities are both a response and an attempt to give expression to the transforming love of God. Sitting within a broad Baptist tradition, Carey embraces a generous orthodoxy which holds to the historic truths of the Christian faith while recognising that parts of our community might want to express these a little differently.

Our Baptist heritage is important to us, and we especially value its focus on the Lordship of Christ, the importance of Scripture, shared leadership, organic expressions of faith, liberty of conscience and religious freedom. We have historically held that the goal of religious freedom is for the freedom to do good, and that its intention is to include, not exclude. We recognise that all freedoms have accompanying responsibilities.

Carey has a heart to serve. By building platforms through which we form relationships with the community, we seek to provide spaces for community life as well as needed and relevant services at a standard which surprises and delights. In doing so we hope to be a credible witness to the transforming love and goodness of God. We don't always get this right, but because of the impact of God's love in our lives, we persist in trying to offer our best.

We are open to feedback and when it is needed, we welcome change as a friend.



Our Aspirations

Carey is a single community made up of different and complementary parts. We operate across sectors, locations and industries but with one unifying vision: to see a world transformed by the love of God.

Our mandate for the next five years is ambitious. We long to go deeper and wider. When we speak of going 'deeper,' our intention is to continue to be shaped by the transforming love of God and to strengthen the platforms we currently have so that every person in our community – whether a student or a staff member, graduate or gardener, pastor or parent – feels part of who we are. When we speak of 'wider,' we mean that the foundations that have been laid so far will enable us to reach further into our community, our city, and even into the wider world beyond.

As an organisation, we want to raise and develop leaders from within who not only

demonstrate the kind of leadership that speaks hope, but who can themselves go and create other flourishing communities. Leadership is like an ecology, each part influencing the other. When one seed falls to the ground an entirely new plant is born. We want our leaders to go from here into the world, creating life-bringing communities of hope which demonstrate God's love for the world.

Although facing outwards calls us to much activity, we will strive to also be present and responsive: to God, to one another, to our neighbours and to those on the margins. We know that it is foolish to speak too quickly, and we will strive to listen deeply and well. Our voice will be shaped by what we hear – from God, from the scriptures, from our community, from those on the margins, and from our time.

We hope that the way we listen, and the way we use our voice, will reflect God's compassionate heart for the world and characterise our movement.



Deeper Foundations

From 2022-2026, Carey will intentionally strengthen its foundations by focusing on: Themes, Projects and Enablers.

Themes

Jesus

We long to faithfully follow Jesus and his call to love God and others. This will lead us to reflect deeply on the way we interact, the projects we champion and the tone we adopt. We will keep exploring what following Jesus looks like in the 21st century, and are committed to understanding more clearly what it means to be a faithful Christian community in our context. We plan to participate in the wider global conversation on these key questions.

Voice

We will continue to develop our voice, finding the timbre and tone to speak helpfully to our context and time. We seek to develop a voice that is faithful, hopeful, curious, compassionate and wise.

Projects

Education

We will continue to develop our educational offerings to ensure they are rigorous, researched and relevant, and shape graduates who, having been nurtured in a safe and stretching environment, are hopeful, compassionate and inspired to make a difference in the world.

Leadership

We believe the world needs leaders who are humble, curious, and compassionate and who have a vision for a better world. We plan to enhance the leadership capacity of our staff and volunteers through systematic training, mentoring and open doors. We aim to be a movement where staff and volunteers find it easy to raise their hand to step up for the benefit of others, knowing they will be stretched, supported and developed.

Enablers

Research

Our commitment to learning and doing things well will find an outlet in research to aid our wider community as well as to assess the impact of the work we are doing.

Synergy

We will capitalise on both the unity and diversity within our community, knowing that we are better together, that our differences can enrich us, and that as a movement, we impact the lives of thousands of families. We will explore ways to responsibly share our networks for optimal impact.

Stewardship

We will continue to develop and leverage our resources and opportunities so that they deliver a tangible social benefit, and make it possible to expand our programs.



Widening Reach

Holding on to the commitments made in Carey 2020, from 2022-2026 Carey will widen its reach through the following Themes, Projects and Enablers.

Themes

A First People's Heart

A First Peoples' Heart: We live in a nation with a mixed history. There have been and are significant injustices which are not fully addressed. We have much to learn, and sense our journey in this space has only just begun. We will continue to invest in the work of Carey Right Track Foundation which has led us in this area, and develop relationships of mutual trust and learning with Western Australia's First Nation Peoples and their land.

Serving on the Margins

We know that God has a heart for those on the margins, and will actively seek ways we can serve disempowered people with our voice and resources, recognising we might learn more from those we try to serve than they learn from us.

Projects

A Third Campus

We plan to acquire and start developing a third campus. Our campuses are critical to our capacity to connect, and open many doors of opportunity to us. Establishing a campus is a major and long term project, but is core to our mission.

Hybrid Models

We will explore hybrid models which offer a place of hope to the community, but without the large scale format of our existing campuses. Operating from a smaller footprint, at its core would be a church turned inside out, engaging the community through needed services.

Enablers

Communications

We will continue to develop our voice. We are grateful that we have many stories to tell. Stories of hope can move and inspire, as they plant seeds of possibility. Effective communication is at the heart of learning and training. We will invest in and enhance our communication capacity.

Digital Platforms

We will develop our digital platforms with blogs, podcasts, webinars and courses. Some online courses will be developed with a focus on supporting educational needs outside Australia.

Partnerships

Our guiding principle is that the skills and abilities God has entrusted to our community should be leveraged for the greatest good. On our own, our impact is likely to be unnecessarily limited. Through strategic partnerships we plan to make a long term difference in locations around the world. These will not be one way arrangements, and we anticipate that our own offerings will be enhanced as much as our partners.





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