

PERMISSION TO PAUSE LEADERSHIP COLLECTIVE

FACILITATED PASTORAL CARE FOR SCHOOL EXECUTIVES WHO NEED A SAFE SPACE TO BREATHE, PROCESS, AND REBUILD.

The Permission to Pause Leadership Collective is for:

- Principals and senior leaders carrying heavy responsibility
- Leaders who look capable but feel stretched or weary
- Newly appointed leaders building steady foundations
- Those wanting sustainability — not just survival
- Leaders who value confidential, structured reflection
- Christian leaders who welcome faith-integrated care





What is Permission To Pause?

The Permission to Pause Leadership Collective is facilitated, online confidential leadership care designed specifically for principals and senior school leaders.

It provides structured space to pause, reflect, and strengthen the person behind the position.

In a role that is constant, public, and emotionally demanding, this Collective offers protected time to:

- Process the weight of leadership
- Restore clarity and steadiness
- Build sustainable rhythms
- Strengthen resilience under pressure
- Integrate faith naturally into leadership life

What Is Structured Pastoral Care?

Structured pastoral care is not performance management.

- It is not KPI-driven coaching or mentoring
- It is not therapy (though it may be psychologically informed).
- It is not a one-off wellbeing initiative.

Structured pastoral care is ongoing, confidential care for the person who carries authority. It supports leaders spiritually, emotionally, relationally and ethically — so leadership remains sustainable over time. It recognises that:

- Leadership is stewardship, not self-preservation
- Authority carries an invisible burden
- Exposure to complexity requires structured reflection
- No leader should carry the weight alone

Why is Leadership Care needed?

School leaders are entrusted with the care of entire communities.

They lead complex organisations, carry confidential and emotionally charged responsibilities, and are expected to remain steady under constant pressure. While much attention is rightly given to student and staff wellbeing, the wellbeing of principals themselves is often addressed only when a problem arises.

National research and lived experience now point to the same conclusion: **leadership care can no longer be reactive or optional.**

Sustainable school leadership requires **intentional, preventative support** that recognises principals and leaders as people, not just role-holders. Permission to Pause responds to this need by offering structured, pastoral care that strengthens leaders quietly, consistently, **and without adding to their workload.**

Why Ad-Hoc Support Is No Longer Enough

Most systems offer some combination of:

- EAP access
- Occasional wellbeing professional development
- Mentoring or coaching
- Informal peer support

These are valuable. But they are often:

- System run (by “The Boss!”)
- Episodic rather than consistent
- Reactive rather than preventative
- Dependent on the leader initiating help
- Focused on performance or crisis rather than sustainability

There is a gap between formation and burnout.

PRINCIPAL WELLBEING: THE QUIET CRISIS

Why Principal Wellbeing Matters
Why Permission to Pause exists

45% of principals trigger wellbeing red flags

OVER 50% are seriously considering leaving their role



Workload remains the **#1** stressor



Isolation is a major hidden risk

Principals demonstrate elevated levels of anxiety, depression, and leadership isolation compared to the general population

Permission to Pause offers preventative, low-burden leadership care that helps protect principals before burnout occurs.

Who Is This For?

The Permission to Pause Leadership Collective is designed for school leaders who carry significant responsibility — and rarely have space to carry it themselves. It ideally suits:

1. Experienced Principals Who Are Quietly Weary

Leaders who:

- Are functioning well externally
- Are respected and competent
- But feel emotionally stretched, spiritually dry, or internally fatigued
- Have no safe space to process the weight of the role

They don't need more PD. They need protected space.

2. First-Time or Early-Career Principals

Leaders who:

- Have stepped into headship recently
- Feel the shift from colleague to authority
- Are navigating pressure, visibility, and self-doubt
- Want to lead steadily, not reactively

They want to establish healthy rhythms before exhaustion becomes normal.

3. Senior Leaders Carrying Hidden Stress and Weight

Deputies, Heads of Campus, Heads of Department who:

- Sit between staff and executive pressure
- Absorb conflict quietly
- Feel responsible for culture but unsupported personally
- Rarely get asked, "How are you, really?"

4. Christian Leaders Who Value Faith-Integrated Reflection

Leaders who:

- Believe their leadership is a calling, not just a position
- Want space where faith is welcomed, not sidelined
- Value Scripture, reflection, and prayer woven naturally into leadership care
- Desire spiritual steadiness alongside professional strength

5. Leaders Who Want Sustainability — Not Survival

The Collective suits leaders who:

- Want to lead calmly, not constantly react
- Want to build longevity, not burn brightly then burn out
- Want to steward their calling well
- Recognise that strong leadership flows from a steady inner life

It May Not Suit Leaders Who:

- Only want technical skill training
- Are looking for compliance-focused PD
- Prefer performance coaching over personal reflection
- Are unwilling to engage in honest conversation



Program Features

YOUR SEMESTER JOURNEY INCLUDES:

- 10 × 60-minute facilitated pastoral care sessions (fortnightly)
- Small confidential cohort (6–10 principals)
- Online delivery (no travel required)
- Professional facilitation and session preparation
- Non-directive, non-clinical pastoral care approach
- Optional prayer available
- Digital Permission to Pause ‘Reset’ book
- Leadership reflection resources & practical guides
- Devotional guide to anchor your leadership
- 🎁 FREE Leadership Care Welcome Pack

BENEFITS INCLUDE:

- Reduced emotional and cognitive overload
- Improved clarity in leadership decisions
- Renewed sense of purpose and perspective
- Practical rhythms for sustaining wellbeing during the school year
- A confidential space to reflect without judgement

INVESTMENT AND PRACTICAL DETAILS

Investment: \$ 1500 per leader per semester

Duration: One Semester (20 Weeks)

Delivered online with live sessions, materials & peer cohort
(*GST not applicable — supplier not registered for GST)