

SAFE & SOUND

FULLY HUMAN · FOR LEADERS

Fully Human

You are not the expert in the room. You are the person willing to go first.

LEADER'S GUIDE · RUNNING THE JOURNEY & THE EXPERIENCE

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You keep a room. You don't run a program.

The Fully Human Experience works because of who you are willing to be — not what you know.

This is a journey to become whole: eight gatherings that lead to the Experience. Your job is not to teach, fix, or counsel. It is to keep a room safe enough that people can stop performing and bring their whole selves. You don't need to be an expert. You need to be honest, present, and willing to go first.

The entire system rests on two rules. Hold these and almost nothing else can go wrong; break them and nothing else can go right.

THE LEADER GOES FIRST

A room only goes as deep as the person willing to go first. Your honesty is the permission slip everyone else is waiting for.

SAFETY OUTRANKS CONTENT

You are not covering material. If a moment calls for silence, presence, or care, let the plan go. The room is the point.

The shape of it: eight weeks through five movements — Problem, Design, Disruption, Restoration, Invitation — culminating in the Experience. You prepare the soil. The Experience is the harvest.

Gather the group

Small enough for honesty. Committed enough to go the distance.

Size & shape: six to ten people, one circle, same time and place each week, about ninety minutes. Phones away. No empty chairs to perform to — just the people who said yes.

Open with a covenant. Before the first reading, name the rules of the room together. This is what makes honesty possible:

CONFIDENTIALITY	What is said here stays here. Full stop. Without this, there is no room.
PRESENCE OVER FIXING	We don't rescue, advise, correct, or one-up. We witness. Someone's pain is not a problem to solve.
BY INVITATION	No one is ever put on the spot. Silence is a full and honest answer. You may always pass.
CONSISTENCY	We show up for one another for eight weeks. The trust is built by returning.

Set expectations plainly: *this is not a study to get through. It's a journey. There will be silence, and it's welcome. You'll be invited, never forced.*

Hold the rhythm

The container never changes, so the sharing can go deep.

Every gathering follows the same shape — Arrive, Notice, Say the true thing, Practice, Carry home. Don't improvise the container; its predictability is what lets people relax. Follow the session guide, and keep these in view:

**DON'T RUSH
SILENCE**

The pauses are where the real work happens. Count to ten before you fill them.
You are not behind.

**GO FIRST, EVERY
WEEK**

Model the depth you're hoping for. Vague leaders make vague rooms.

HONOR THE TURN

The movements shift in tone — Disruption weeks are heavy; Restoration lifts.
Let the group feel the arc; don't force cheer into a hard night.

Session Five is the highest-care night. Concealed Wounds can surface trauma. Know your referral path before you begin. If someone discloses harm to themselves or others, stay present, don't try to fix it, and connect them to real help. Keep the *Care Leader Guide* close.

Point the whole journey at the Experience

From week one, the group is heading somewhere.

The Experience is not an add-on. It is where the eight weeks land. Cast the vision early and often, so that by the final session no one is surprised — they're ready.

CAST VISION EARLY	Mention it from the start: a set-apart gathering of worship, honesty, and freedom that the whole journey is building toward.
REGISTER EVERYONE	Get the group signed up in advance. Protect the environment — distraction-free, phones away, childcare arranged.
THE GROUP IS THE TEAM	This is the secret. You do not hand your people to strangers. You go with them and stand in the circle together.
PREPARE THEIR HEARTS	Tell them what to expect — worship, sessions that confront the lies, confession, prayer, peace — and to come ready to bring their whole selves.

At The Experience, your role changes

You are not on the stage. You are with your people.

The teaching, worship, and flow of the Experience are carried by the hosts (see the *Experience Host Guide*). Your calling is simpler and more important: be the safe, familiar presence for the people you've walked with.

STAY CLOSE

Sit with your group. Watch them. Be near when something surfaces — a familiar face is what makes it safe to let go.

FACILITATE THE CIRCLE

When it's time to pray, your group prays for one another. You guide it — you don't perform it. A hand on a shoulder. Few words. Real presence.

MAKE ROOM FOR CONFESSION

Go first if the circle is stuck. What is spoken in a safe circle loses its grip. Hold every word in confidence.

HELP THEM RECEIVE

Some will try to perform their freedom. Gently invite them to simply receive. Let the gospel land. Let it be quiet.

Don't let it fizzle

Freedom received still has to be lived. The days after matter as much as the day itself.

**FOLLOW UP
PERSONALLY**

Reach out to each person within a few days. A single honest text — “I’m still thinking about you” — keeps what opened from quietly closing.

GATHER ONCE MORE

Hold one final gathering to process the Experience together — what shifted, what’s tender, what’s next. Integration needs a room too.

**NAME THE NEXT
STEP**

Help each person answer “what now?” — the rhythms to keep, a counselor to see, a community to stay in. Wholeness is a practice, not an event.

MULTIPLY

Your next leaders are already in this group. The ones most changed are often the ones ready to go first for someone else. Invite them to lead the next journey.

BEFORE YOU LEAD

You can't give what you don't have.

You will hold a great deal — other people's wounds, silences, and hope. That is holy, and it is heavy. Be seen before you ask others to be seen. Keep your own safe place, your own rest, your own honest relationships.

A leader running on empty leads an empty room. Tend your own soul first — then go first for others.

Go first. Keep the room. Trust the journey.

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