**Planning**

**Mt Herman Lodge No. 7**

Membership has shown a net increase in the past 5 years and more importantly an increase in active attendance and engagement in the lodge business (BOGP numbers and committee work), ritual work (high attendance at practices with questions from new officers and enthusiasm in learning our ritual), participation in educational programs and volunteering to present papers.

There is an informal development program. WM has struck up a committee to cover best practices including expectations, duties and roles of lodge officers.  PMs have been helpful in guiding / mentoring Lodge Officers in their roles.There are enough MMs to sustain succession of for the next 5 years.

We give opportunities to those who wish to take on an office but do not force or rush anyone to take on an office. Recently a newer member declined on the opportunity of office, saying he would rather take a year to reflect on his journey as a MM and become more seasoned as a mason.  The next year he took office and has been performing excellently in that office.

Our sponsors mentor the new members and they regularly meet and talk. New members, EA, FC, and MM are encouraged to visit other lodges and their sponsors and other senior members accompany them.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_