



**Commanding Officer
Headquarters and Support Battalion
Unit, Personal, Family Readiness Program
Policy Statement**



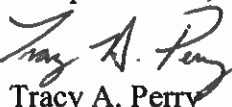
*"Leaders must ensure Marines are well-led and cared for physically, emotionally, and spiritually, both in and out of combat."
– General Berger, CMC
Commandants Planning Guidance*

Taking care of our Marines, Sailors, Civilians and families is a priority for me and all leaders within Headquarters and Support Battalion. I am committed to a readiness program that builds resiliency, improves morale, and increases unit readiness. Our Unit, Personal, and Family Readiness Program (UPFRP) provides knowledge, skills, and resources that our Marines, Sailors, Civilians and their families need to navigate life's challenges associated with military service, ultimately creating a more ready battalion. Unit readiness is more than preparing our Marines, Sailors and equipment to fight and win our Nation's battles. A vital element to our readiness is a strong and unwavering support we receive from our families. In order for them to provide that support, we must ensure that they are well-equipped to confront the numerous and often unforeseen challenges that they will face in our absence.

Our readiness program is governed by Marine Corps Order 1754.9B and the UPFRP clearly states the objective is a ready and resilient team member. I intend to sustain readiness through a proactive program of communication, timely and applicable referral to supporting programs and agencies, and fiscally responsible execution of command sponsored events designed to support, educate, and empower Headquarters and Support Battalion personnel. The program will utilize mass communication and battalion events to ensure our families are informed and prepared. The UPFRP will also communicate laterally and when applicable, incorporate our single Marine program to ensure they are properly supported. The UPFRP is managed by our Family Readiness Command Team, but it belongs to the entire Battalion. It requires your volunteer support and feedback to be successful. Family members are encouraged to participate as Family Readiness Volunteers. These individuals are paramount to a successful UPFRP and as such are screened, selected, appointed in writing, and trained according to Marine Corps policy.

The URC will manage the Unit, Personal, and Family Readiness Program's four tenets: Official Communication, Readiness and Deployment Support, Information and Referral, and Volunteer Management. The URC is located in bldg. 13107, rm 112 and can be reached at (760) 763-7459.

As leaders, we must remain engaged with our individual Marines, Sailors, and Civilians to address their needs. We have an incredible responsibility to ensure our teammates are set up for success as they execute their assigned duties. We must ensure that their family members are well equipped to successfully support them. Our Marines, Sailors, Civilians, and families deserve nothing less, because they are our most valuable resource. Spartan teammates take care of our own.

Semper Fidelis,

Tracy A. Perry
Colonel, United States Marine Corps
Commanding Officer
Headquarters and Support Battalion