



3D BATTALION, 12TH MARINE REGIMENT COMMANDING OFFICER'S POLICY STATEMENT ON THE UNIT, PERSONAL AND FAMILY READINESS PROGRAM



3d Battalion, 12th Marine Regiment is an integrated team of permanent station and forward deployed Marines, Sailors, and civilian employees. Each of you are an important element in the success of our mission to provide fires in support of 3d Marine Division and its mission.

With the demands of the mission and the Unit Deployment Program, personal and family readiness play an integral part for mission success. Personal and family readiness is defined as Marines, Sailors, civilian employees and their families who are prepared and equipped with the skills and tools to meet the challenges of military duty, especially the challenges one faces while forward deployed on foreign soil.

The requirements of a forward deployed force create unique demands and opportunities for families. The Unit, Personal and Family Readiness Program (UPFRP) is designed to assist Marines, Sailors, civilian employees and their families to balance life, career and mission events. This is accomplished by using the four tenets of the program: Deployment Support, Readiness and Resource Support, Communication and Volunteer Management. This support will be fostered by the 3d Battalion, 12th Marine Regiment Command Team which includes, but is not limited to, the Commanding Officer, Executive Officer, Sergeant Major, Chaplain, Deployment Readiness Coordinator (DRC), Uniformed Readiness Coordinator, Command Team Advisor(s), and Single Marine Program Representative(s). The Command Team is paramount to a successful UPFRP, and as such, will be screened, selected, appointed and trained according to Marine Corps policy. Ultimately, the responsibility of preparedness rests with the individual Marine and Sailor both individually and for their family and should use the Command Team to achieve overall preparedness.

All Battery Command teams are expected to be actively engaged in the UPFRP and must incorporate the program into your annual training schedules. I encourage active and regular communication between the 3d Battalion family and home stations via authorized channels.

Marines take care of one another and taking care of Marines also means taking care of their families. Together, through effective leadership and utilization of the variety of assets provided by our UPFRP, let's do everything within our ability to support our Marines, Sailors, civilian employees and their families.

R. S. LEMONS, JR
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