



MALS-12 COMMANDING OFFICER'S POLICY LETTER ON UNIT, PERSONAL, AND FAMILY READINESS PROGRAM



My command philosophy on the Unit, Personal, and Family Readiness Program (UPRFP) is embedded in the understanding that our Marines and families are the center of gravity for MALS-12. If our Marines and families are in a high state of readiness then we will be prepared to support our MAG. We are all lucky to be living in Japan and embracing this wonderful culture but for most of us it will never be home. It can be difficult living so far from loved ones but maintaining a positive attitude is the most significant factor in determining our success.

My desired end-state for MALS-12 Marines and families is to be capable of thriving during separations and times of crisis. With families in a higher state of readiness, individual Marines are better able to perform their assigned missions efficiently, effectively, safely, thereby promoting a higher state of unit readiness. To help achieve this, the MALS-12 UPRFP will focus on four basic tenants:

- **Official Communication** – directly from or on behalf of the Commander that is disseminated to the Marine, spouse, family member or extended family member
- **Readiness and Deployment** – train and education to empower Marines and families to successfully balance the rigors of military lifestyle
- **Information and Referral** – provide information on services and support organizations to Marines and family members who can assist in addressing issues that have the potential to impact the readiness of the Marine, the unit, or the Marine's family
- **Volunteer Management** – creating and obtaining volunteer opportunities in the planning, coordinating, and executing specific unit morale events and collaborating with volunteers to support the enhancement of the program itself

The objective of the MALS-12 UPRFP and ultimately, mission readiness, is achieved when families of all deploying service members are equipped with the essential knowledge to access services and their ability to prevent small issues from becoming serious problems. In all cases, the Family Readiness Officer (FRO), Family Readiness Assistants, the Spouse's Club and the resources provided by Marine Corps Family Team Building are the ingredients for a successful UPRFP.

The MALS-12 FRO, Mr. Jeffrey Fleming (a retired Gunnery Sergeant and alumni of MALS-12), serves as the squadron's primary point of contact to assist you and your families address some of the unique challenges that come with being stationed overseas. Jeffrey is a retired Gunnery Sergeant and alumni of MALS-12. He has full access to all resources and knowledge of the Marine Corps Family Team Building Programs. You can contact him at DSN: 255-3660, cell: 080-2701-7731, or via email at jeffrey.a.fleming@usmc.mil.

I charge all leaders to assist in the implementation of this program by providing counsel to Marines on the opportunities to participate in UPRFP training and events. By focusing on personal and family readiness and participating in events and training, the Marines and families of MALS-12 will be confident and ready when we are called.

John A. Fallon

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