



Marine Unmanned Aircraft Squadron 3 (VMU-3)

Policy on Personal and Family Readiness

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The Phantoms, like many other military units, are made up of individuals pulled together from different ranks, MOS's and backgrounds that are all brought together to form a unit and accomplish the mission. What makes the Phantoms a bit different is how we view family and how we take care of each other. Our Phantom "families" include immediate relatives, (i.e., parents, siblings, spouses, children), extended family members (i.e., grandparents, aunts, uncles, cousins) as well as mentors, peers, friends or loved ones near or far.

Being a Phantom is something bigger than just being assigned to a military unit. Our Marines, Sailors and Civilians give a care about each other and what is going on around us. We understand the value of looking out for each other and that with the right support individuals can accomplish anything. "For the strength of the pack is the wolf, and the strength of the wolf is the pack." (–R. Kipling).

To take care of the Phantoms we feel it is extremely important to keep our families; informed, educated and engaged.

We will focus our Unit Family Readiness Program (UFRP) to accomplish the following three priorities:

1. Crisis response. To ensure we are able to handle and reduce traumatic events and that our families are taken care of during times of crisis and chaos (i.e., disasters, losses, etc.). My number one focus for the families is that they get the best support possible during the worst of times.

2. Readiness. This applies to individuals as well as families. It is the level of preparedness our people have with respect to; deploying, training, and operating day to day. Readiness is not just determined by whether we are packed and ready to go, it is much more. It has to do with how capable and how comfortable we are and our families are with handling the challenges of life and how organized and in-control we all are for the things that are often out of our control. This includes but is not limited to routine events that can lead to life stressors like; raising kids, taking care of pets, paying bills, unanticipated house repairs, vehicle maintenance, etc.

3. Daily Mission, Morale and Cohesion. This is the third priority but it is still a very important key to our success. The family that plays together stays together. Military life can be exciting and rewarding or at times it can become miserable, stressful, exhausting or even boring. For the things that we can control there is no reason we shouldn't make them as fun as possible. If there is an opportunity to make life better and more enjoyable for our Phantoms and our families through some squadron functions then we will absolutely try. We all have different lifestyles and different preferences but if the Phantoms can make some opportunities for the families to get together than we will. That does not obligate folks to have to get together, instead they are simply open invitations and options to join in on the fun and the support. We will try to find something for everyone, just let us know what types of things you would want to do.

To accomplish these three priorities we will use: -Official Communications (i.e., phone messages, newsletters, gatherings and social media) to help keep our families informed and to reduce the unknowns and rumors; -Resources. The programs, functions, events and billets that exist: within our Squadron or Group, within the Marine Corps or DOD, on MCBH Kaneohe Bay, or out in our local community; -Volunteers. If you would like to participate in helping our Phantoms or our families in any way please let us know. Your ideas and efforts will be greatly appreciated. You will help to ensure that the Phantoms remain more than just a squadron.

Challenges at home and challenges at work. Better family readiness tends to yield less stress and better satisfaction both at home and at work. If things are going well at home and in a person's personal life, things go better at work, and vice versa. Our goal is to be able to accomplish our missions with healthy happy families and individuals that are successful with their: inner or spiritual relationships; family relationships, social and community relationships; as well as their life, career and financial goals.

For assistance or additional information contact the VMU-3 Family Readiness Officer (FRO), VMU-3 Single Marine Program (SMP) Representatives, MAG-24 Chaplain, MAG-24 Marine Family Life Counselor (MFLC), or any other Phantoms in the chain-of-command including our Sergeant Major and Commanding Officer. We must remain ready to deploy immediately when directed, confident that we have control of the issues we leave behind, and also that those loved ones we leave at home have the skills and resources necessary to cope with the stressors associated with military life.

The Marines, Sailors, and family members of VMU-3 are our most precious assets and we will protect them through our courage, discipline, and high standards. We are an organization of performance and pride and we will not tolerate things that jeopardize our mission, our ranks, the fair treatment of others, or the standards of our services. **"Phantoms are: Maximum Impact - No Drama...On Time – On Target"**

Semper Fidelis,

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