



MACS-4 Commanding Officer Policy on Unit, Personal, and Family Readiness



Unit, personal, and family readiness is the ability of the Marines, Sailors, and their families to successfully balance the challenges of a military lifestyle, family, career, and mission events. It includes resilience to the daily, life, and military specific challenges that we all inevitably face. Achieving and maintaining a high state of personal and family readiness is the responsibility of every Marine and Sailor, and leaders who care about their Marines must also help their Marines achieve the balance. **Marines take care of their own** – they take care of their subordinates and they take care of their family.

Optimal personal and family readiness is essential for MACS-4 to be mission capable. Our most important asset is the individual Marine, Sailor, and his or her family: Unit success is inextricably linked to their morale and well-being. MACS-4's Family Readiness Officer, volunteer network, and Single Marine Program representatives are even more critical when stationed overseas due to families being separated from family and traditional support networks.

Marines who maintain personal and family readiness can successfully balance the challenges of a military lifestyle and responsibility to family. Unit, personal, and family readiness is a combat multiplier equally as important as individual, equipment, and combat readiness. With families in a higher state of readiness, individual Marines are better able to perform their assigned missions efficiently, effectively, and safely.

Each of you, the individual Marines and Sailors of MACS-4, are ultimately responsible and accountable for your personal and family readiness. I expect that leaders at all levels will assist when able, and communicating your issues can help those leaders help you. While no one program can completely negate the challenges of military life while stationed overseas, the unit personal, and family readiness program (UPFRP) can leverage resources and significantly mitigate negative aspects.

There are numerous resources available to assist in the pursuit and achievement of a high state of personal and family readiness. Marines should utilize resources via the Family Readiness Officer and ensure participation in UPFRP training and events. By focusing on personal and family readiness and participating in events and training, the Marines, Sailors, and families of MACS-4 will be confident and ready when we are called.

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