



# UNIT, PERSONAL, AND FAMILY READINESS PROGRAM POLICY

## MARINE UNMANNED AERIAL VEHICLE SQUADRON 3

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As a United States Marine, you are charged with supporting and defending the Constitution of the United States against all enemies, foreign and domestic. At a moment's notice, you may be required to go to war against a foreign nation and utilize deadly force in combat. A Phantom must be a ready and resilient Marine. This duty must not be taken lightly.

VMU-3 will maintain a robust Unit, Personal, and Family Readiness Program (UPFRP). Personal and family readiness is a combat multiplier, equally as important as individual, equipment, and combat readiness. The Phantom Command Team shall ensure family members, significant others, or any other designated individuals are equipped with the knowledge and skills necessary to successfully meet the challenges of military life. Your family must be able to carry on in your absence. The Phantom Command Team will focus the UPFRP on four action areas: communication, readiness and deployment support, information and referral, and volunteer management.

### Communication

The squadron will utilize various official and unofficial means of communication (including, but not limited to, newsletters, town hall meetings, social media, and email) to ensure our Marines and family members are informed. We will endeavor to disseminate as much information about squadron operations as possible, without compromising operational security, to allow you and your family to prepare for and make plans around operations.

### Readiness and Deployment Support

Deployments and separation, a hallmark of our Marine Corps culture, can add stress to and disrupt the lives of Marines and our family members. To mitigate the disruptive effects, the squadron will provide training opportunities across all phases of deployment: pre-deployment, mid-deployment, and post-deployment (return, reunion, and reintegration). Additionally, we shall ensure Marines have appropriate and viable Family Care Plans to prepare for any unforeseen circumstances.

### Information and Referral

The Phantom Command Team's goal is to gauge the needs of Marines and family members and refer them to the appropriate Marine Corps Community Services (MCCS) program, military resource, or community resource that can best meet their needs.

### Volunteer Management

Volunteers are at the heart of the UPFRP and crucial to its success. The Phantom Ohana are encourage to volunteer to assist the Phantom Command Team, or in any other capacity, in preparing our Marines and families for the rigors and uncertainty of military life and, ultimately, military operations.

**Key Reference:** MCO 1754.9A, Unit, Personal, and Family Readiness Program (UPFRP)

*PHANTOMS ARE RESILIENT AND READY FOR ANY CONTINGENCY.*

Semper Fidelis,

P. Y. BAN

Commanding Officer