



Commanding Officer  
Marine Wing Support Squadron 373  
Force Preservation Policy



Our Marines and Sailors are **affected by stressors, pressure, and other life challenges which impact their mental, physical, and emotional readiness**. It is our responsibility as leaders to be an active mentor in their lives. We must also reinforce the **importance junior Marines and Non-Commissioned Officers play in identifying human factors plaguing those they work alongside**. The Marine Corps principle, “know your Marines and lookout for their welfare” applies in preserving the overall health of the Squadron.

This Squadron will use **personal engagements, counselings, and the Command Individual Risk and Resiliency Assessment System (CIRRAS) to gain and maintain a common picture of the Marines and Sailors in the command**. Constant and consistent involvement is an essential element in **uncovering, understanding, and mitigating stressors**. Moreover, personal awareness presents an opportunity to refer and direct our Marines and Sailors to the appropriate resource. The goal is to **identify the issues early, assess the impact on the individual and unit, implement appropriate resources, and supervise the individual through the process**. Ultimately, the Force Preservation Council will look to implement and apply holistic risk management measures to **increase unit readiness by optimizing everyone’s potential**.

The Force Preservation Council will be a common battle rhythm event. In preparing for the event, and to gain a better understanding of those with medium to high risk assessments, leaders must **engage with the Marine or Sailors’ peer, mentor, and immediate Non-Commissioned Officer**. They provide the personal and more acute information that assists in connecting the large risk factors with the hidden ones. CIRRAS will be the medium in which we conduct our Force Preservation Council. We will ensure proper book-keeping of the site. This will include adding information as appropriate when our Marines or Sailors depart the unit. Likewise, we will **use the system to assess our inbound Marines and Sailors and make recommendations prior to their arrival**.

Furthermore, we will **maximize the talent within the Squadron** with those that directly support the unit to uncover all available resources. The **primary staff** will make up the core of the council. It will include the **chain-of-command, the Chaplain, medical officer or representative, and the Adjutant**. We will look to utilize our special staff as appropriate. **Special staff** include billets such as **Substance Abuse Control Officer, Safety Officer, Unit Readiness Coordinator, Suicide Prevention Officer, Sexual Assault Response Coordinator, Uniformed Victim Advocate, Equal Opportunity Representative, Military Family Life Counselor, and individual mentors**. Lastly, we will include **support staff** which could be **community counselors, behavior health coordinator, family advocacy representation, and a Marine Intercept Coordinator**.

The end state is that we **invest the time to fully understand the challenges and stressors preventing them from reaching their fullest potential**. We will seek inputs and options from multiple levels and expertise. Once we have charted a course for mitigating risk, we will supervise the process. The complexity of our mission and the growing need for our support requires that all our teammates are operating at their highest potential.

  
Steven B. Dodson