

# WELCOME ABOARD PACKAGE



## 9TH MARINE CORPS DISTRICT

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# WELCOME!

Congratulations on your assignment to this crucial and rewarding independent duty.

This guide will provide you with:

- ✓ An overview of 9th Marine Corps District.
- ✓ The structure of recruiting within the Marine Corps.
- ✓ An explanation of the Unit Personal and Family Readiness Program and how it can help you thrive through recruiting.
- ✓ An explanation of personal and family resources.
- ✓ An explanation of common recruiting terminology.
- ✓ Tips from recruiter spouses and a career recruiter.
- ✓ Relocation support.

As you look through this guide, have a pen and paper nearby to record any questions which might come up for you. Reach out to the District Readiness Coordinator (DRC) or your Recruiting Station's (RS) Uniform Readiness Coordinator (URC) who can be found on the Marine and Family Readiness site of the 9<sup>th</sup> Marine Corps District Marines.mil site <https://www.9thmcd.marines.mil/>.

If you have Netflix and would like to learn more about the entire process of making a Marine, the movie "We, The Marines", narrated by former Marine Gene Hackman, documents the process of becoming a member of this illustrious fighting force.



# Welcome from the Commanding Officer

## Welcome from the Commanding Officer

I'd like to welcome both you and your family to the 9th Marine Corps District. Our area of operations is huge – we cover from Indiana in the east to the Dakotas, Nebraska, and Kansas in the west, to Oklahoma and Arkansas in the south, and north to the Canadian border. The District is composed of eight Recruiting Stations and one Prior Service Recruiting Station. These stations cover the entire geographic area of the District, and they achieve our mission, which is to seek out, enlist, and ship the finest young men and women America has to offer and provide them the high privilege of earning the title, Marine.



To ensure our continued success, every Marine and Sailor in the District needs to be able to dedicate their full attention to their assigned tasks. Marine and Family Readiness is a pillar of the District's readiness, and is a key enabler to our success at accomplishing our difficult mission. Put another way, every Marine and Sailor needs sufficient stability and support from their family to allow them to execute the critical skills necessary to achieve their recruiting mission. In that vein, the Unit, Personal and Family Readiness Program (UPFRP) provides a support network for Marines, Sailors, and their families which ensures that we are preparing our families and ourselves for the significant challenges they will face on recruiting duty.

9th Marine Corps District has an appointed District Readiness Coordinator (DRC), Mrs. Lindsay Schreiber, who works in support of the District and is assisted by Uniformed Readiness Coordinators (URCs) within each Recruiting Station. The DRC serves as the primary liaison between Marine Corps Recruit Depot's Marine Corps Community Service Office, the District, and the individual Marine and Sailor to ensure that the individual and family are aware of the programs and resources available to assist them in establishing a solid foundation of support.

Key Objectives of the UPFRP Include:

1. Establishing a purposeful network of support, including both married and single Marines, Sailors, spouses, and families.
2. Engaging proactively to educate and prepare all members of the District for the rigors of recruiting duty.
3. Facilitating the delivery of accurate and timely information between the Command and the families of 9th Marine Corps District personnel.
4. Managing the efforts of unit family readiness volunteers.

Time and time again, it has been shown that the Marine or Sailor who has a supportive family who is ready for the unique nature of recruiting is more likely to be successful. Our leaders are expected to be familiar with the contents of the UPFRP order, MCO 1754.9B, and they will fully embrace their role within the program. Additionally, we encourage full participation in the program from our Marines, Sailors, and family members.

I am pleased to have you aboard the 9th Marine Corps District, and I hope that this assignment develops into a personally and professionally rewarding for both you and your family. I look forward to meeting you in person.

Semper Fidelis,

A handwritten signature in black ink, appearing to be "A. Lloyd", written over a white rectangular background.

Colonel Aaron C. Lloyd



# Welcome from the Sergeant Major

## Welcome from the Sergeant Major

Welcome to the 9th Marine Corps District.

On behalf of the Commanding Officer, the 9th Marine Corps District family, and my wife and I... Welcome aboard!

You are entering a chapter in your career at a unique and challenging time in our Corps' history. A special duty assignment that will challenge you, but will elevate your career to the highest levels within our ranks.



Our Commanders, 8412 Career Recruiters, and Staff Non-Commissioned Officers in Charge who will lead you, teach and train you, care for you, and fight alongside you are among the best our Nation has to offer. The 9th Marine Corps District is the #1 Recruiting District in the Marine Corps. Congratulations on your assignment! I look forward to the contributions you will make to make us even better! History will record that we are indeed the "Flagship of MCRC". You will be among those who make it so. Expectations for you are high. Your contributions to the defense of our Nation and love for family and friends will fuel your efforts. I am proud and honored to have the privilege to serve with you and the 9th Marine Corps District, and your performance will truly demonstrate your character. I recognize you aren't arriving alone. Your family's level of support from home and beyond will be nothing short of heroic. This is a true team effort, and your family will endure your every challenge with you.

Our leaders have led this mission with poise, thought, skill, and aggressiveness. Together, we will accomplish every mission our Commanding General directs.

Over many years, the 9th Marine Corps District has seen and celebrated successes at the highest levels, and endured, fought through, and overcome adversity in extraordinary recruiting environments. COVID-19, civil unrest, natural disaster, and criminal and terrorist threats among others. We have accomplished our mission under all circumstances with equal enthusiasm and determination.

I, perhaps more than most, am profoundly proud and honored to be serving with our Marines and Sailors in the 9th Marine Corps District. I appreciate immensely the sacrifice you have endured and service you have provided to the Marine Corps, and sacrifices you will face throughout a long and challenging Recruiting assignment. What you are about to do is profound. You will change the lives of our Nation's young men and women forever, to earn the title, Marine, and to fight our future battles, and win!

"Thank you!" For all you have done and for all you are about to do. Now go do it!

Semper Fi,

Sergeant Major Jason M. Leader

*Jason M leader*

# Recruiting Duty



Recruiting Duty puts the Marine in the critical role of creating the next generation of Marines. The recruiting duty mission is to find qualified men and women who will contribute to the future of the United States Marine Corps and our country. Marines, family members, and civilians are all an integral part in the success of the mission.

An assignment to recruiting duty begins an adventure which will be different from any other experience in the Marine Corps. It is challenging, demanding, and rewarding. The hours the Marine works, the military resources available, and even the leave and liberty process will be a shift from life in the fleet. For many, this form of independent duty pulls the recruiter (and family) away from the familiar support of military connected friendships and network of resources easily accessed on an installation. This duty provides new opportunities within the civilian community which can help to ease the transition to civilian life at some point down the road.

You will be asked to be more independent, more self-sufficient, and more flexible. This booklet is intended to provide you with an introduction to the benefits and challenges of recruiting duty. Each section addresses areas of common concern and provides tips to help you be successful before, during, and after your time with 9<sup>th</sup> Marine Corps District as a recruiter or family member.

We encourage you to reach out to your sponsor and/or URC with questions regarding the recruiting station and the local area in which you will be calling "home" for the next few years. We encourage spouses to get connected with other spouses prior to arrival. Each recruiting station has a team of spouse Command Team Advisors and Family Readiness Assistants who are eager to assist families in settling in to this new role and area.



# 9th Marine Corps District

Naval Station Great Lakes, Illinois

[Recruiting Station St. Louis \(marines.mil\)](https://www.marines.mil) 9th Marine Corps District <https://www.9thmcd.marines.mil/> encompasses a dozen Midwestern states, such as Wisconsin, Michigan Peninsula, Minnesota, Eastern North Dakota, Eastern South Dakota, Illinois, Indiana, Missouri, Iowa, Nebraska, Kansas, and Oklahoma with the District Headquarters located aboard Naval Station Great Lakes, Illinois. Our district represents a diverse range of areas from large cities such as Chicago, Illinois to Gary, Indiana (birthplace of Michael Jackson and the Jackson 5 Family).

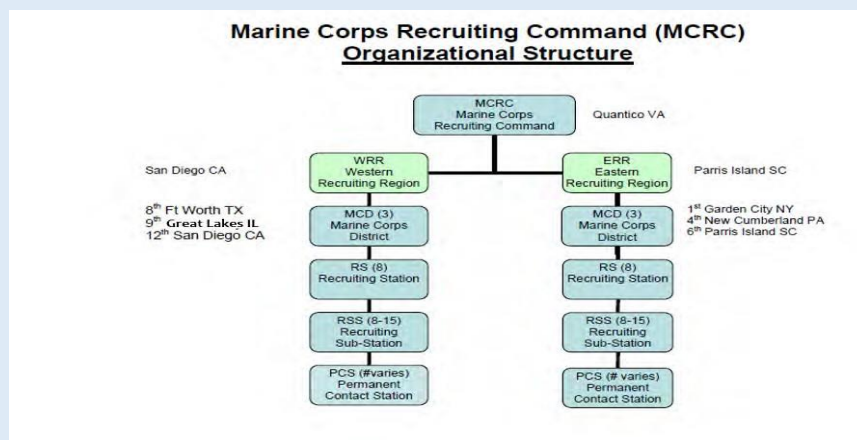


Marine Corps Recruiting Command (MCRC) <https://www.mcrc.marines.mil/> is comprised of two regions, Eastern Recruiting Region (ERR), Western Recruiting Region (WRR) <http://www.mccsmcrd.com/wrr/>. Each region has three districts. Within WRR are the 8<sup>th</sup>, 9<sup>th</sup>, and 12<sup>th</sup> Marine Corps Districts. Each district is then broken down into eight Recruiting Stations (RS's), which are made up of Recruiting Sub-Stations (RSS's), Permanent Contact Stations (PCS's), and Officer Selection Offices (OSO's). Each district also has a Prior Service Recruiting Stations (PSR's).

9th District's eight RS's include:

- RS Chicago (RS CHI): [Recruiting Station Chicago \(marines.mil\)](https://www.marines.mil)
  - RS Indianapolis (RS IND): [Recruiting Station Indianapolis \(marines.mil\)](https://www.marines.mil)
  - RS Milwaukee (RS MIL): [Recruiting Station Milwaukee \(marines.mil\)](https://www.marines.mil)
  - RS St. Louis (RS STL): [Recruiting Station St. Louis \(marines.mil\)](https://www.marines.mil)
  - RS Des Moines (RS DSM): [Recruiting Station Des Moines \(marines.mil\)](https://www.marines.mil)
  - RS Kansas City (RS KAN): [Recruiting Station Kansas City \(marines.mil\)](https://www.marines.mil)
  - RS Oklahoma City (RS OKC): [Recruiting Station Oklahoma City \(marines.mil\)](https://www.marines.mil)
  - RS Twin Cities (RS TWC): [Recruiting Station Twin Cities \(marines.mil\)](https://www.marines.mil)
- 9th District PSR: [Prior Service Recruiting \(marines.mil\)](https://www.marines.mil)

Our population includes over 800 Marines, Sailors, and civilians and more than 1500 family members who speak a wide variety of languages. We are a diverse group.





# The Mission

## An 8412's (Career Recruiter) Words of Wisdom for Marine Families...

First, let me tell you what this assignment says about your Marine. Your Marine has been selected from the top 10% of the total career force of the Marine Corps, has demonstrated the ability to work with limited supervision, and can accomplish multiple complex tasks on a daily basis. Most importantly, they were chosen to represent the Marine Corps for their professionalism and pride. These are all qualities in your Marine for which you should be very proud!

No doubt you have questions and concerns, many based on the stories and rumors you may have heard about recruiting duty. Recruiting duty is indeed challenging and will test each Marine and their family over the course of a 36 month tour. As challenging as it is, it is both personally and professionally rewarding. It is imperative that the most qualified Marines are engaged in the selection of young men and women who will be the future of the Corps. It is crucial for the family to not only understand the challenges of the day to day life of their Marine on recruiting duty but that they also have knowledge of the resources available to help them remain resilient and thrive. It cannot be stressed enough that your Marine will not be as successful without your help and encouragement. You, the spouse, have an important role.

As a newly assigned Marine to a Recruiting Station, your Marine's number one professional obligation is to "make mission", to obtain the required number of quality contracts established for each recruiter at the beginning of the recruiting month. Every day brings a multitude of activities, some more pleasant than others. By understanding what your Marine goes through each day, you can start to get an appreciation for what they contribute to the team.

### What is "Mission"?

Mission is the requirement to attain assigned shipping and quality contracting quotas by category and component on a monthly and annual basis. In other words, it is the number of new recruiting contracts (enlistments) to be written monthly and the number of poolees to be shipped to recruit training each month. Mission Day is the last processing day of the month.





# The Mission

## Time to Wake Up...

The typical recruiter will wake up at around 0630, however, that time is determined by what the recruiter has planned for the day. If the recruiter has planned to drive an applicant to the Military Entrance Processing Station (MEPS) for either contracting or shipping, their day might start at 0330. This time is dependent upon the distance the recruiter must travel from their home to the applicant/poolee's home and/or if the recruiter has to run any additional errands prior to picking up the applicant/poolee.

Tip: While it may be early in the morning, try to squeeze in some positive couple time, even if it's just a few minutes, before your Marine heads off to start their work day. Starting off the day with your support and encouragement will have great benefits for your relationship and their career.

## Arrival at the Office...

Most Staff Non-Commissioned Officers in Charge (SNCOIC) will require their recruiters to be in the office, ready to work, between 0730 and 0800. Again, this time is based upon the plan of the day. Once at the office, the recruiter will start their day by conducting a morning brief with their SNCOIC to ensure the recruiter is doing what is necessary to achieve their assigned mission and the SNCOIC is aware of their schedule. The brief ensures that the individual recruiter is set up for success. During the brief the SNCOIC will collect and analyze prospecting results from the previous day and conduct an in-depth analysis of what each recruiter has planned for the day. This information is then passed on to the Operations Officer (OpsO) who will in-turn brief the RS Commanding Officer (CO).



Poolee: an individual who has signed their DD4 (Enlistment Document) and take the oath of enlistment but has not yet left for the 13 weeks of recruit training. A poolee is a recruit waiting for bootcamp. The recruiter is responsible for training them.



# The Mission

## Prospecting for the Applicant...



### What is Systematic Recruiting?

The goal of systematic recruiting is to organize the recruiter's efforts to attain the required contacts, appointments, interviews, and contracts. It is the system which assists the team in developing effective annual, monthly, weekly and daily plans. Systematic recruiting requires the maintenance and utilization of 13 components. Systematic Recruiting is taught at Recruiter School and is reinforced throughout the recruiter's tour.

One of the most difficult tasks a Marine will face is the challenge of actually contacting someone they have never met with the intention of discussing enlistment into the Marine Corps. Many Marines, hardened by a variety of experiences in the Corps, will hesitate when they first meet someone they do not know and have to strike up a conversation. Of all the traits a Marine recruiter must possess, confidence is one of the most important.

On a daily basis, the successful recruiter will make approximately 50-75 telephone calls, or TC's, to young men and women they've never met. Additionally, they will start a conversation with 15-20 young men and women in malls, at sporting events, schools, fast food restaurants, fitness centers, movie theaters, bus stops, on busy sidewalks, etc., with the intention of scheduling a time to talk about the Marine Corps. This activity is referred to as area canvassing. For many recruiters area canvassing is the most lucrative prospecting method. The successful recruiter will also visit the homes of potential prospects, normally three to five per day, whom they have not been able to reach either by phone, mail, or area canvassing to discuss the Marine Corps.

Prospecting will take up roughly 50% of each day for a successful recruiter. The successful recruiter will have at least three appointments scheduled each day, and in many cases four or five.

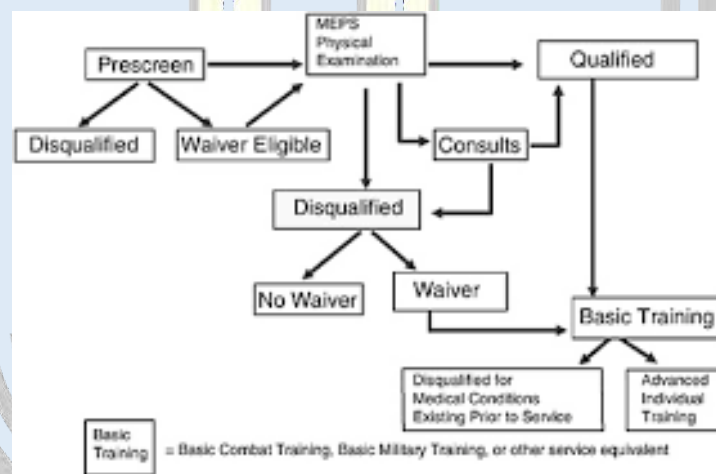
The simple truth is that a great deal of time and effort goes into obtaining the daily appointment objective. However, during the day, the recruiter and SNCOIC have a myriad of other duties they must perform. For example, the recruiter is tasked with conducting high school and/or community college visits on a daily basis, maintaining contact with all of their poolees, chasing down documents on future prospects as well as documents missing on the poolees who already enlisted. The list goes on and on. The SNCOIC will also be available to aid their recruiters with these tasks.



# The Mission

## The Screening and Sales Process...

Screening: Just as the time the daily appointments are scheduled determines the start of a recruiter's day, it also affects how late a recruiter will work. Occasionally, prospects are not able to meet with the recruiter until late in the evening. Location of the appointment also determines the work schedule. If the recruiter is in a rural area, they may have to drive an hour or so to conduct the appointment. Once face-to-face with the prospect, the recruiter must follow up where the phone call left off by re-establishing rapport, which must then be maintained throughout the enlistment screening and sales process. The enlistment screening test, which involves a recruiter asking those hard questions about police involvement and drug use, must be administered. This process alone may take a minimum of an hour. During this time, a certain amount of rapport may be lost due to the very nature of the questions being asked. Once screening is completed, one of two things will take place; either the recruiter will have lost a tremendous amount of time because the prospect did not meet the eligibility requirements, which can have a very negative impact on the recruiter's mind set, affecting the rest of the recruiter's day, or the sales process may begin.



The Recruiting Sales Presentation: Most often referred to as the "interview", this is where the rubber meets the road. If the Marine is not on top of their game, the commitment will be lost, and once again the Marine may have negative feelings associated with recruiting. Should the presentation go well, the prospect will likely agree to enter the enlistment process. The recruiting presentation can be very exhausting. When done correctly, it may very well last a couple of hours. It should be noted that the completion of a truly compelling recruiting presentation, although exhilarating, will often times leave the recruiter drained, as it takes a great deal of energy to truly give a superb presentation.

# The Mission

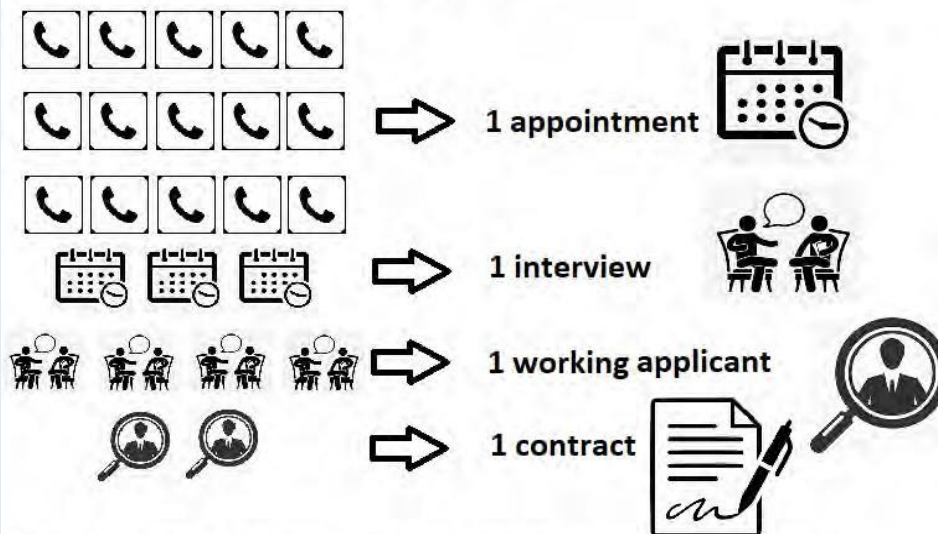


Depending on the applicant's age, parental consent may also be needed which may require an additional appointment and a new recruiting presentation to be given to the applicant's parents. Parental consent can be very challenging. Most parents (to include grandparents) don't like the idea of their son or daughter having even a remote chance of being placed into harm's way, and they sure don't want to be the parent who authorized this decision by

signing on the dotted line. Parents will typically say, "When they turn eighteen, they will be old enough to make their own decisions and can do whatever they want. Besides, my child needs more time to think about their decision". When pursuing a parental consent, most Marines will need to have their SNCOIC available. Time proven experience is what is needed to close most parents, and most Marines haven't acquired enough experience to deal with this issue.

Lucky for the recruiter in this scenario, the applicant has agreed to enlist. Generally, a successful recruiter will need three to four interviews in order to find one person willing to proceed down the path to become a Marine. Now, the tedious process of actually enlisting the prospect starts: the paperwork.

## It could take...



That's 360 calls, 24 interviews, and 8 new applicants for 1 contract.  
Three contracts are typically needed each month.

## What does it take to Systematically Recruit?

The Marine recruiter will drive over 1200 miles, work in excess of 320 hours, make 1000 phone calls, conduct 15 interviews, and process 6 new working applicants at MEPS just to get 3 contracts for the month.



# The Mission

## Paperwork and Military Entrance Processing Station...



Filling out the paperwork: Even though the paperwork has been automated, it can still take a great deal of time. This time does not include running police checks, birth verification, getting a new social security card (if lost), high school transcripts/high school diploma, and any medical documentation the applicant may need or waivers. Once the paperwork is assembled, it must be reviewed by the SNCOIC for accuracy and completeness. The applicant is then scheduled for the Armed Services Vocational Aptitude Battery (ASVAB) test and physical examination.

Getting the applicant to the Military Entrance Processing Station (MEPS): Once the applicant is scheduled to go to MEPS, the recruiter must decide what time to take the applicant to MEPS for processing. The recruiter has two options. The first is for the recruiter to take the applicant to a hotel near the MEPS. This act alone may cause trouble, as the applicant may room with, or come in contact with, someone who may try to change their mind about joining the Corps. The second option is that the recruiter can pick up and drive the applicant very early in the morning, assuming the applicant has not spoken to someone who changed their mind about enlisting during the previous evening. Either way, it will be a long night for the recruiter, who will most likely spend their night hoping all goes well the following day.

## The MEPS experience...

The applicant at MEPS: When the applicant enters the door to MEPS, he/she has passed the point of no return. The recruiter and SNCOIC have certified that the applicant meets all of the basic requirements to become a United States Marine. In short, it is now the MEPS liaison's job to scrutinize every aspect of the applicant, as the last line of defense in ensuring that only those who are qualified to be a Marine are actually enlisted. The MEPS liaison will make it known, in no uncertain terms, that the information on the applicant's paperwork is true to the best of the applicant's knowledge. The MEPS liaison must screen to disqualify the applicant with the mindset that no applicant possesses the threat of being a fraudulent enlistment. Furthermore, the MEPS command and all of its entities will administer the ASVAB test, as well as a physical exam, and initiate what is known as the Entrance National Agency Check (ENTNAC). Run by the Defense Investigative Service, this is the basic background check, including a fingerprint and police record check, which is conducted on every enlistee in the Armed Services. While this is a very long and tedious day, every effort is made to provide the "red carpet treatment" to the applicant. Meanwhile, the recruiter and SNCOIC are busy on other tasks.

What the Recruiter and SNCOIC are doing while the applicant is at MEPS: As stated earlier, this is an anxious time for the recruiter. This is especially true if the applicant is the RSS's mission-maker, or if this

# The Mission

## What are the steps in the Recruiting Process?

1. Obtain names by getting high school lists, referrals, talking to walk-ins and visiting local events.
2. Prospect by telephone canvassing, home visits and canvassing the area, e.g. malls, high school activities.

Initially screen prospective applicant for moral issues, physical qualifications, and mental aptitude.

Selling is the process of persuading prospects during their face to face interview.

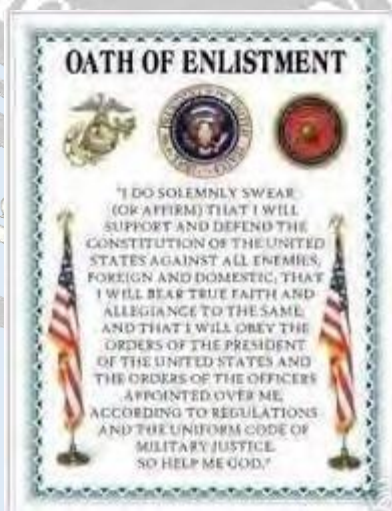
Processing the prospective applicant, now that they have decided to join, becomes a new working applicant through ASVAB testing, physical exam, and final screening. This is followed by enlistment directly to active duty or into the Delayed Entry Program (DEP). The DEP, allows an individual to delay departure for recruit training for up to one year. While in the DEP, new enlistees are referred to as poolees. Recruiters prepare poolees for recruit training through physical preparation, academic studies, and military drill.

Military Entrance Processing Station (MEPS) personnel screen applicants prior to traveling to MCRD Parris Island, SC for Boot Camp.

“Poolees” become known as “Shippers” once they leave for recruit training.

applicant will make the Commanding Officer’s phase line requirement (a periodic milestone throughout the month to measure mission progress) imposed on the SNCOIC. The SNCOIC and recruiter can never stop the daily requirements of prospecting. The SNCOIC must continue to direct the recruiters, reminding them that there are other commitments to be fulfilled. For example, the recruiter has a daily plan which must be executed, to include continuous prospecting so weekly/monthly data requirements will be met. Additionally, the recruiter still has letters to write, poolees to contact, high school visits to make, and other shippers to be concerned with. It is more than likely that the recruiter has other scheduled appointments, either at the office, or at an applicant’s home. No matter what, the prospecting cycle cannot be stopped. The SNCOIC still has other recruiters to manage, who may also have someone on deck, as well as the many administrative requirements that the SNCOIC is accountable for. Recruiting is a fast-paced and very fluid profession. The SNCOIC must ensure he and his Marines are on top of their “A” game at all times. He must make sure all necessary actions are being taken in order to achieve the ultimate goal of obtaining the monthly recruiting mission. This is especially important when you consider the possibility that the applicant on deck could become disqualified for several possible reasons. So far, this is what is typical for prospecting and processing an applicant for enlistment. Assuming the applicant has made it through MEPS processing, it is now time for the applicant to swear in.

## Swearing-in the applicant...



Now that the applicant has made it through MEPS processing, there are some finishing touches to be done. First, some SNCOIC’s will require the applicant’s recruiter to be involved in the swearing-in ceremony. This is a sound idea, if time permits. Remember that this is a big decision for the applicant and it never hurts to have the recruiter there to show support for the new prospective Marine as they swear in.



# The Mission

Following the ceremony, the applicant must get a detailed brief, explaining what their decision means and the requirements and obligations the poolee is expected to fulfill. Topics such as required poolee meetings need to be discussed, as well as delivering the “Welcome Aboard” package to the poolee. Finally, the poolee must be taken home, and the parents brought up to date on their son or daughter’s commitment.

We have a new member of the team, a “poolee”, which is the term used to describe those awaiting recruit training. The recruiter has the responsibility of ensuring the poolee is prepared for recruit training when the time comes. Let’s spend some time reviewing the program we have in place to motivate the new poolee.

## The Pool Function...



The Pool Program was designed to motivate and prepare poolees for their future endeavor of becoming a United States Marine. Now that the poolee is part of the Marine Corps family, it’s imperative that they become immersed into the ways of the Marine Corps, both mentally and physically. This is done through the monthly poolee meeting.

The poolee is taught what to expect when they depart for recruit training to prepare them mentally. This, in effect, takes the fear and mystery out of the Drill Instructor and the recruit training process as a whole, helping the poolee feel confident prior to attending recruit training. Subjects such as rank structure, general orders, and naval terminology are taught in an attempt to give them a head start.

The poolee is required to perform an Initial Strength Test (IST). The first IST is conducted within 30 days of the applicant enlisting. This gives the recruiter and SNCOIC an inventory of the poolee’s physical strengths and weaknesses. A tailored physical training program can then be designed and implemented to further enhance the poolee’s ability to conquer recruit training.

Finally, the pool program is an exceptional way for recruiters to obtain referrals for future enlistments while also providing the poolee an opportunity to earn awards and possibly a meritorious promotion.

There are a lot of hours invested to obtain one contract, both on the part of the recruiter and of the SNCOIC. This process continues for the entire time the recruiter is assigned to recruiting duty. While all new recruiters are taught the same skills and procedures at the Basic Recruiter Course (BRC), it must be remembered that each recruiter is a unique individual with their own distinct talents and natural abilities. Recruiting duty will naturally be easier for some more than others. Each Marine will be assigned a mission on a monthly basis which is a fair share of the overall mission assigned to the RSS. For example, if the RSS mission is 9 and there are three recruiters, their mission will be 3 each. The more effective the Marine is in his prospecting and selling activities, the earlier in the month they will accomplish their mission, which, in turn, provides them more opportunity for time with their families.

# The Mission

## To Make Mission –

The “successful” recruiter’s week is Monday through Friday, with one Saturday each month dedicated to the monthly pool function. They may have a poolee shipping to recruit training on Monday, but they will have previously arranged transportation to MEPS. Their work day will likely start at 0730 and end as early as 1800 - 1900, with an occasional meeting with parents in the evening beyond 1900. They will make 500 Telephone Calls (TC’s), 25-30 Area Canvass (AC) contacts, conduct 9-10 interviews, and process 3-4 new working applicants at MEPS just to get 3 contracts.

Each Marine’s ultimate destiny on recruiting duty will be the result of a personal decision on their part. Whether they choose to be a highly successful recruiter who excels and delivers more than the required minimum, or a recruiter who works hard, but not smartly, and just obtains his quota (or misses his mission) is a decision for which they are fully responsible.

The “successful” recruiter is also ultimately responsible for the meritorious promotions, personal awards, meritorious time off and other rewards for his efforts. The “average” recruiter will leave early and come home late, and miss family time such as dinner, anniversaries, birthdays, sporting events, and school functions. The “successful” Marine will spend more time with their family, be selected for positions of leadership, and most likely compete for meritorious promotion. The choice, and ultimate responsibility, is THEIRS.

Here on recruiting duty, as it is in the Fleet Marine Corps, the support and understanding of a caring family system is paramount. Whether these Marines end up being successful or average recruiters is directly influenced by the quality of support they receive from their families





# Tips to Thrive

The following are some helpful tips gathered from Marines and their families to help those who are new to recruiting.

## Tips for Supporting the Recruiting Mission...

- Support other recruiters and their families. Spouses, consider becoming part of the Family Readiness Team to welcome others and support each other with resources. Email [lindsay.schreiber@marines.usmc.mil](mailto:lindsay.schreiber@marines.usmc.mil) if interested.
- Encourage your RS to host a Lifestyle, Insights, Networking, Knowledge and Skills (LINKS) course and attend with other spouses. Email your URC or [lindsay.schreiber@marines.usmc.mil](mailto:lindsay.schreiber@marines.usmc.mil) to request this course.
- Talk with your Marine, ask questions, and get involved in their world by learning recruiting terminology and job responsibilities.
- Participate in Recruiting Station functions as appropriate.
- Talk to other spouses, fiancées, or parents about your experience as a Marine Corps spouse and encourage them to share their experience with you. Learning more about each other helps us to better understand how we can support each other.
- Talk to possible prospects for your Marine and be prepared to give them your spouse's business card. You may have found a contract for your spouse.
- Wear USMC clothing when you're out.
- Hang the US/USMC Flag outside your home.
- Put a Marine Corps sticker on your car.
- Attend high school graduation parties and as many social events as you can with your Marine.
- Offer to babysit so a recruiter can go out with his/her spouse.
- Get involved with the other military families stationed in your area. Even if you are a couple of hours from each other, you can meet each other half way.
- Remember the first few months will be an adjustment period.
- Talk with other spouses within your Recruiting Station. They are in the same, or similar, situation and most likely will understand better than a civilian friend. Swap phone numbers and email addresses. Make plans to meet and have lunch or go shopping.
- Volunteer for community, school or church organizations and activities.
- Make civilian friends and take advantage of all the community has to offer.
- Seek support when your spouse is busy/overwhelmed by contacting the DRC or URC, locating the nearest military installation resources or use Military OneSource.



# Tips to Thrive

## Tips for Children...

- Wear USMC sweatshirt, hat or t-shirt.
- Give Mom/Dad lots of hugs.
- Make pictures for Mom/Dad's office.
- Make a map of where Mom/Dad travels throughout the RS.
- Go see where Mom/Dad works.
- Leave messages for Mom/Dad on a bulletin board.
- Have breakfast with Mom/Dad.



## For Older Children...

- Keep a daily journal that everyone in the family adds to regularly.
- Be flexible.
- Remember: honor is serving one's country and know you are a part of that!

## Tips for Parents...

- Explain to your children what recruiting entails, why the hours are long, and why the job is so important.
- Teach children flexibility and understanding. Plan special days, but have a "Plan B" (and "C"!)" ready. If your Marine can't make it, enjoy the day anyway.
- Using United Through Reading, have your recruiter record chapters of your child's favorite book for playback at bedtime when he/she is late.
- Reserve time once a week (even if it's only an hour or two) as family time. Make or purchase a calendar and color the day that is reserved for family day.
- Take pictures/video of events Mom/Dad had to miss, and let the kids show/explain it later.
- If near a base, call their Childcare Resource and Referral Agency to find schools or day-care facilities in the area. If not near a base, call your DRC, RS URC, or call Military OneSource.
- Check out children's activities in your community and on base, if near one.
- Contact the Chamber of Commerce to find out about children's events and activities.
- Take your children to the office to see where Mom/Dad works.
- Start or get involved with a playgroup with the other families at your RS/RSS.
- Get a message board, dry erase board, or cork board where children can leave messages for Mom/Dad, and receive them in the morning. Purchase a message recorder so you can record messages and responses (Mom/Dad, I wanted to tell you...).
- Recruiters often work long hours and are not home early for dinner. If you can fit it in your schedules, make dinner; pack it as a picnic (with the kids), and have a quick little meal at the office.
- Make friends by meeting other children's parents in your new neighborhood.



# Tips to Thrive

## Tips for Spouses Staying Connected...

With the long work hours it is important to make an intentional effort to stay connected. At times, you have to be clever and/or very selfless. Stay flexible. When a break comes, be ready to take advantage of it.

- Create a “date jar”. Use one color of paper to record dates you can do for 30 minutes, another for dates when you have an hour, and another for when you have 2 plus hours.
- Reserve time once a week as date time.
- PT together. It’s another opportunity to see him/her and stay in shape.
- Bring lunch to your spouse’s office once in a while.
- Get up early or stay up late to see each other.
- Have family dinners as often as possible.
- Coordinate calendars regularly to find opportunities for family time.
- Be creative with the time you do have to spend with each other.
- Create “Open When...” letters. A quick Google search will give you a few ideas.
- Download a few relationship apps such as Love Nudge from Five Love Languages, Gottman Card Decks, and Love Everyday by Military One Source. There are plenty more to help couples invest in their relationship.
- Meal prep together. Not only will this be time to spend together, your budget and waist line will thank you.
- Remind your spouse often that you are grateful for them and the support they provide. This goes in both directions. You are a team!
- Have a “drop box” for notes, gifts, jokes, etc...
- Have pillow talk and don’t get upset if he/she falls asleep while talking.
- Leave encouraging notes on the steering wheel, bathroom mirror, on the front door, and on their desk at the office.
- Have a white board (dry erase) or chalkboard for notes.
- Make each success a family celebration.
- Put a love note into his/her briefcase, a picture from one of the kids, a bag of baked cookies, or some of his/her favorite snacks (include a note).
- Expect your spouse to work long hours, sometimes 12-16 hours a day, if not more. Consider giving your Marine a half hour of wind down time upon their arrival home.
- Communicate! Understand and acknowledge each other’s stress.
- Be flexible and be positive!



# Tips to Thrive

Spouses are highly encouraged to attend Proficiency and Review (PAR) Training with their Marine once they get to their new RS or, if it is offered virtually, attend virtually. Why? Most RS's have a spouse volunteer come in to talk about their experience with recruiting life to help set up new recruiter spouses for success by setting realistic expectations and sharing tips on how they can thrive while their Marine is busy recruiting. Also, the brief will give information about resources and get spouses connected.

*"I think PAR training would be extremely helpful to have on a regular basis for spouses who are new to recruiting. I wish I had been able to attend this training when we PCS-ed to help with the "learning curve" of the different terminology, expectations, and lifestyle of recruiting compared with the fleet. It would be great to have volunteer spouses at the training to help answer questions, share local resources, and connect with new spouses."*

When asked, "What do you wish you would have known as a new recruiter spouse", a few responses from our seasoned spouses are provided below.

*"I wish I had known how to connect with other recruiting spouses and access military resources while living far away from a base."*

*"What I wish I knew when we started decrying duty, is that it is hard mentally. As Marine spouses we deal with deployments, long work days, and unpredictable schedules; with recruiting intensify that by 20%. I have honestly had thoughts that I'm not sure I can handle this anymore, but I see my husband and that look of emotional, mental, and physical defeat and tiredness, and I know I have to be stronger than I ever thought possible for both of us. Recruiting has taken a toll on me personally. I miss my husband. I yearn for having dinner together during the week and for date nights but, it's hard. My advice: Stay strong. It's only 3 years out of your lifetime together and no matter what, be there for your spouse because although it's hard for you, it's much harder for them."*

*"We are no longer in the recruiting life but were for 6 ½ years. My husband spent time as a recruiter, station commander, ops chief, etc. so it was a wild ride! I think as the wife of a new recruiter I would have liked to have known the reality of the actual hours our spouses would be working. 9-5 and weekends don't exist unless mission has been made for the month/months ahead, period. I think having that message up front and hearing it from other wives who had spent more time as part of a recruiting command would have been helpful to help set my expectations and relieve frustration in the first 6 months of getting through long stretches with no family time to speak of."*

Looking at it from a light-hearted perspective from "Ask Mollie"...You might have a husband on recruiting duty if:

1. You look at his smartphone like it's "the other woman".
2. You get excited to see him come down in his dress blues on a Friday night only to find out he's going to the movies to hand out business cards.
3. You have no room in your trunk for groceries because it's full of USMC pamphlets.
4. He goes crazy at the mall over teenage boys, worse than your daughter.
5. He collects restraining orders from the parents of potential recruits as a badge of honor.



# Why Recruiting?

## Challenges & Benefits of Recruiting Duty



You may have heard about the challenges of Recruiting Duty: long hours, mission requirements, monthly quotas; Recruiting is the toughest peacetime job in the Marine Corps; the recruiting “war” never ends.

Do you know the benefits of Recruiting Duty?

Leadership opportunities, eligibility for meritorious promotions, special duty assignment pay, accredited sales and communication training; independent duty locations; opportunities for selection of follow-on duty assignment; opportunity to work with those in the civilian world.

Recruiting duty is challenging however, it is what you make of it.....a great learning and rewarding experience for your Marine and family.

## Community Connection...

Recruiting Duty offers you a unique opportunity to connect with the civilian community in ways you may not have been able to do while stationed near a larger installation. You may be the only active duty Marine or family in the area so you will be representing the Marine Corps to many people.

Start by making a list of things that are important to you: what causes do you support, or issues do you care deeply about? Think about what you are good at; we all have talents or skills we can put to use. Perhaps you have a desire to be better at something or learn a new skill. Write that down too as it will help for the next stage: Finding a group.

Think creatively. Are there neighborhood watch groups, gardening committees, schools, or even local churches or civic groups? Don't wait to be asked to volunteer, offer up your time or skill, either for long term volunteering or for a project. If you are only available at odd hours, look into volunteer work you can do virtually; many groups, including us here at the District, can use volunteers who don't even have to leave home!

Volunteering can be intimidating at first. Many of us may think we don't have enough time to go around to begin with, but Cassie Mogliner, in the Harvard Business Review, reports that, “Spending time helping others leaves people feeling as if they have more time, not less.” You don't have to have a large block of time to devote to others to make an impact. Perhaps you can reach out to other new families in the area and welcome them in, help make plans for the RS family day, or organize a potluck to take into the office to celebrate making mission.

The reasons why we volunteer, or how we choose to be involved, may be different for each of us but one thing that is the same is the outcome; every one of us is given the opportunity to have a positive impact on the lives of those around us and make connections for support. If you'd like to volunteer in your community, you can find local and virtual opportunities at [Volunteermatch.org](http://Volunteermatch.org).

# Personal & Family Support

The mission of the Unit Personal and Family Readiness Program is the same on recruiting duty as it is for the fleet Marine Corps. Through four main components, we seek to support the Marine and their family through mission, career, and life events.

The four main components of the UPFRP are: Communication, Information and Resource Referral, Readiness Support, and Volunteer Management.

## A bit about your DRC...

Your DRC is Mrs. Lindsay Schreiber. She arrived to 9th Marine Corps District in January 2023.

Lindsay's job is to support the families with all the resources they may need to be successful on this demanding duty. Giving the families all the resources and tools they need to thrive allows the Marine to focus on the very important mission. Please do not hesitate to reach out by any means listed:

[lindsay.schreiber@marines.usmc.mil](mailto:lindsay.schreiber@marines.usmc.mil)  
847-975-5887

<https://www.facebook.com/groups/9MCDFamilyReadiness>

Each Recruiting District has a DRC (District Readiness Coordinator), who addresses personal and family readiness topics for the recruiting district as a whole, while providing support to the active duty URC's for each RS.

The URC is the active duty Marine tasked with executing the RS CO's vision for his/her RS's UPFRP. This Marine will be the one you can turn to first for resources and information as you transition or have challenges come up while on recruiting duty. The DRC serves as another point of contact for all Marines, family members, and URCs within the district. PSR does not have a separate URC so they are supported by the DRC at District Headquarters.

1) Communication- the Marine Corps utilizes a variety of tools to communicate information between Marines, spouses, families, and other contacts designated on NAVMC 11654. Methods of communication include e-mails, Facebook, phone calls, and in-person visits. HQMC has directed email to be the primary source of communication though. Please 1) ensure authorized contact information is kept up to date in Marine Online Family Readiness Module and utilize NAVMC 11654 to update both the URC and DRC and 2) be sure to check your email.

NAVMC 11654:

[https://www.quantico.marines.mil/Portals/147/H&S%20BN/NAVMC\\_11654\\_check\\_in\\_form.pdf](https://www.quantico.marines.mil/Portals/147/H&S%20BN/NAVMC_11654_check_in_form.pdf)

Your URC's will be using this information to send out official updates from the RS command and local resources. Social Media: Follow 9th Marine Corps District Families for Facebook. Many of our RS's have their own social media sites as well.



2) Information and referral- The information and referral aspect of the program ensures unit members and their families have quick access to information about the local, state and national resources available on topics such as finances, education (dependent or service member), family member employment, relocating, childcare, housing or just about anything else that might come to mind.



## Personal & Family Support

3) Readiness support for recruiters may not look like the readiness support for deployment cycles but, it is still important to provide Marines and their families with training which will empower them to successfully navigate this challenging independent duty. The DRC also provides Family Readiness Program training for the District, traveling to the various RS locations to provide Family Readiness Volunteer and various other trainings.



4) Volunteer Management- Volunteers can make a tremendous difference in the lives of our Marines and their families while on recruiting duty. Command Team Advisors, Family Readiness Assistants, and non-appointed volunteers enhance the program by assisting the URC in welcoming new families, making monthly spouse check-in calls, organizing events, and aiding in creating RS newsletters to name a few.

If you are interested in becoming a part of the RS Readiness Program, or would like more information on any topics, please know that you can reach out to your URC or the DRC at any time for support. We truly are invested in making sure each and every Marine and their family succeeds!

# Personal & Family Support

We want you to succeed as an individual and as a family on recruiting duty. This is your resource guide. If you have questions or need assistance, let us know how we can help. We welcome you, congratulate you on joining the recruiting family, and thank you for your dedication and support.

You can also connect with us on Facebook! The District's Facebook page, **9th Marine Corps District Family Readiness**, is a private group, open to members upon admin approval. We use the site to share tips and information updates from various services and programs.

Request to join our **9th Marine Corps District Family Readiness Group** where the District Command Team will also host quarterly, or as needed, Town Halls.

You will receive email updates from your RS URC at least once/month regarding local events, resources, and command information. Your RS's Facebook information is provided below.

District HQ: <https://www.facebook.com/groups/9MCDFamilyReadiness>

RS Chicago: <https://www.facebook.com/TheChicagoMarines>

RS Indianapolis: <https://www.facebook.com/groups/434487671209091>

RS Milwaukee: <https://www.facebook.com/groups/349480385132167>

RS St. Louis: <https://www.facebook.com/rssstlouis/>

RS Des Moines: <https://www.facebook.com/DesMoinesMarines/>

RS Kansas City: <https://www.facebook.com/KansasCityMarines/>

RS Oklahoma City: <https://www.facebook.com/oklahomamarines/>

RS Twin Cities: <https://www.facebook.com/groups/552815642212224/?ref=share>

## Unit Readiness Coordinator (URC) Listing

RS Chicago	GySgt David M. Brown	<a href="mailto:David.Brown5@marines.usmc.mil">David.Brown5@marines.usmc.mil</a>
RS Indianapolis	GySgt Andrew Sturgess	<a href="mailto:Andrew.sturgess@marines.usmc.mil">Andrew.sturgess@marines.usmc.mil</a>
RS Milwaukee	Cpl Collette Hagen	<a href="mailto:Collette.hagen@marines.usmc.mil">Collette.hagen@marines.usmc.mil</a>
RS St. Louis	GySgt Matthew Frey	<a href="mailto:Matthew.frey@marines.usmc.mil">Matthew.frey@marines.usmc.mil</a>
RS Des Moines	SSgt Bryce D. Ray	<a href="mailto:Bryce.Ray@marines.usmc.mil">Bryce.Ray@marines.usmc.mil</a>
RS Kansas City	GySgt Ma Overstreet	<a href="mailto:Ma.overstreet@marines.usmc.mil">Ma.overstreet@marines.usmc.mil</a>
RS Oklahoma City	GySgt Jose Escamilla	<a href="mailto:Jose.escamilla@marines.usmc.mil">Jose.escamilla@marines.usmc.mil</a>
RS Twin Cities	SSgt Christian Valdovinos	<a href="mailto:Christian.valdovinos@marines.usmc.mil">Christian.valdovinos@marines.usmc.mil</a>



# Counseling/Resiliency Training

## Chaplain

What: Does not have duty to warn. You are in control of the information you share. Confidential 24/7 immediate help, no cost

Who: active duty and families

District Chaplain LCDR Robert E. Mills

[robert.mills2@marines.usmc.mil](mailto:robert.mills2@marines.usmc.mil)

Contact: (c) (816) 352-6487 / (o) (847)887-8328

## Humana Military (TRICARE East) Telemynd

What: Virtual solution to connect with medical and psychiatric health providers for concerns, such as:

- Major life stressors
- Emotional distress
- Grief-related counseling
- Work and family issues
- Depression, anxiety, and how to cope

Who: As with any mental health care received from a TRICARE network provider, active duty service members need a referral before getting care under the telemental health care benefit. TRICARE Prime active duty family members do not need a referral to set a virtual care appointment. During the COVID-19 stateside public health emergency, there are zero copays or cost-shares for telemedicine care.

Contact: Download the **Humana Military app** to get connected quickly,

<https://www.telemetrynd.com/humanamilitary/> or 1-866-991-2103

## TRICARE/Primary Care Manager

Emergency Care: You have an emergency if the patient:

- Is at immediate risk of serious harm to self or others as a result of mental disorder
- Needs immediate continuous skilled observation at the acute level of care (based on a psychiatric evaluation)

When you have a mental health emergency:

- Call 911 or go to the nearest emergency room. The hospital department that provides emergency services to patients who need immediate medical attention.
- You don't need prior authorization
- If admitted, call your regional contractor within 24 hours or the next business day
- Admissions must be reported within 72 hours

## Non-Emergency Mental Health Care

Active duty service member: Needs a referral and prior authorization for all mental health care.

Non-active duty TRICARE Prime beneficiary (families): Does not need a referral or prior authorization for any outpatient mental health (except psychoanalysis) and substance use disorder (SUD) care. This includes services like therapy and counseling.

Contact: 800-444-5445, <https://tricare.mil/CoveredServices/Mental> or call your Primary Care Manager directly.

# Counseling/Resiliency Training

## **Military One Source**

What: Non-medical counseling on a wide variety of topics via telephone, face-to-face or through a secure, live video session or online chat

Who: active duty and families

Contact: 800-342-9647

## **Military One Source for Children**

What: Face-to-face non-medical counseling for children and youth ages 6 to 17 for issues such as family relationships, school concerns, adjustment to separation, and grief and loss. Parent must attend each session for military children ages 6 to 12, but only the first session for youth ages 13 to 17.

Who: Children ages 6 – 17

Contact: 800-342-9647

## **Military One Source “Address That Stress”**

What: Trained specialists, confidential 24/7 immediate help, no cost

Who: active duty and families (children under 18 must have parent present)

Contact: 1-800-342-9647, <https://www.militaryonesource.mil/confidential-help/non-medical-counseling/military-onesource/military-counseling-for-stress/#contact-us> to chat/Skype

## **National Suicide Prevention Lifeline**

What: Trained counselors, confidential 24/7 immediate help, no cost

Who: active-duty, families and friends

Contact: 800-273-8255 or online chat by texting to 838255.

## **inTransition**

What: free, confidential program that offers one-on-one coaching and assistance regardless of length of service or discharge status who need access to mental health care when:

- Relocating to another assignment
- Preparing to leave military service
- Need a new mental health provider
- Need a provider for the first time

Who: active duty and veterans

Contact: 800-424-7877

## **FOCUS (Families Over Coming Under Stress)**

What: Virtual resilience training to overcome common challenges which teaches new strategies to enhance communication and problem solving. Works around your schedule (weekends and after-hours).

Who: couples (including non-married couples), military children (as young as age 3), and families

Contact: 619-556-6075

Email: [sandiego@focusproject.org](mailto:sandiego@focusproject.org)

Website: [www.focusproject.org](http://www.focusproject.org)



# Counseling/Resiliency Training

## **New Parent Support Program**

What: addresses adverse behavior in children under 6 and concerns in the home, including daily living habits, positive discipline, abuse concerns, etc. Staff of registered nurses and licensed social workers utilize evidence-based practices Parents as Teachers and Family Foundations.

Who: families with a child ages 5 and younger

Contact: 619-524-0805/8033

## **National Alliance on Mental Illness (NAMI) Support Groups**

NAMI Connection is a support group for people with mental health conditions. Groups meet weekly, every other week or monthly, depending on location. This program is also available in Spanish, NAMI Conexión.

PTSD related: NAMI Homefront

What: NAMI Homefront is a free, in-person or online 6-session educational program

Who: for families, caregivers and friends of military service members and veterans with mental health conditions.

Not PTSD related: NAMI Family-to-Family

What: NAMI Family-to-Family is a free, 8-session evidence based educational program. Research shows program significantly improves the coping and problem-solving abilities of the people closest to a person with a mental health condition.

Who: for family, significant others and friends of people with mental health conditions

NAMI main site: <https://www.nami.org/Home>

Veterans and active duty site: <https://www.nami.org/Your-Journey/Veterans-Active-Duty>

## **Moving Forward**

What: free, on-line educational and life-coaching program that teaches problem-solving skills to help you to better handle life's challenges.

- Managing stress
- Balancing school and family
- Relationship problems
- Coping with physical injuries
- Financial difficulties
- Adjustment issues

Who: veterans, service members and their families

Site: <https://www.veterantraining.va.gov/movingforward/>

Test your stress level (3minute test):

<https://www.veterantraining.va.gov/apps/movingforward/index.html#game8>

# Counseling/Resiliency Training

## 211

What: assists in reaching an expert or assistance including local domestic violence shelters, sexual assault victim's assistance services, mental health, or substance abuse treatment options.

Contact: Call 211 or <https://www.211.org/services/crisis>

## Mental Health America Online Screening Tool

What: Free, confidential, online screenings for anxiety, depression, mood disorders, PTSD and other conditions. Does not replace professional medical screening.

Who: active duty and family

Site: <http://www.mhascreening.org>

## Alcohol and Mental Health Screening Tool

What: DoD Deployment Health Clinical Center website provides a list of resources and a link to the Department of Defense Mental Health Self-Assessment Program (alcohol and mental health screening). Does not replace professional medical screening.

Who: active duty and families

Site: <http://www.pdhealth.mil/>

## HelpWhenYouNeedIt.Org

What: over 350,000 listing for social services, mental health, substance use, legal and financial assistance.

Contact: <http://helpwhenyounedit.org/>

## Substance Abuse and Mental Health Services Administration (SAMHSA) Treatment Locator

What: provides referrals to low-cost/sliding scale mental health care, substance abuse and dual diagnosis treatment

Contact: <https://www.samhsa.gov/> 800-662-4357

Not sure which resource is right for you?

## Embedded Preventive Behavioral Health Coordinator (EPBHC)

What: If you are unsure what resource to use, the EPBHC can help you navigate available resources.

Marine Corps Recruit Depot, San Diego/Western Recruiting Region

Contact: Office: (619) 524-1757 / Mobile: (619) 365-7259 / Email: [lori.saldate@usmc.mil](mailto:lori.saldate@usmc.mil)

Mild	Moderate	Severe
Moving Forward	Chaplain	Tricare PCM referral to provider in town
Tele-Mynd	D-Stress Line	Emergency Room/Inpatient Care
F.O.C.U.S.	Military One Source	
NAMI Support Groups		
Not sure where to go/refer? Call 619-524-1757/619-365-7259 for the EPBHC.		



# Stress Management

Mental health, or psychological health, encompasses the well-being of mind, body and spirit and contributes to overall health and resilience. Throughout the military community, additional stressors placed on individuals and families adds to the importance of maintaining awareness of internal and external demands on health and of the many resources available to support psychological health.

Some signs of distress could include:

- Drinking more heavily than normal
- Agitation or anger
- Withdrawing from families and friends
- Difficulty concentrating
- Sadness or depression

Many of these signs may seem like common sense, but when faced with challenging life situations mental health is often the first thing that gets neglected. When psychological health is neglected and mental health concerns arise, it is natural to deny there's anything wrong. Sometimes the last person to recognize symptoms is the one who needs help, so it's important to recognize symptoms in friends, loved ones or oneself and to say something.

(Source: <https://www.health.mil/Military-Health-Topics/Conditions-and-Treatments/Mental-Health>)

According to PERSEREC-TR-20-02 November 2020, Shifting the Mindset on Help Seeking in the Military: REACH Field Test Results, of the Service members who are dealing with STRESSFUL situations, approximately HALF of all military personnel who need mental health support, do not access it.

Resources Exist, Asking Can Help (REACH) encourages a proactive mindset that focuses on the individual and their own need to engage in self-care to be mission ready. The following mental health resources are listed within this document:

- Chaplain (call, in person visit from Chaps)
- Telemynd (virtual)
- DSTRESS (call, chat, Skype)
- Military One Source (call, online, in-person near you)
- TRICARE Primary Care Manager/Mental Health

Hesitant to reach out? That's not uncommon. Read this to see what to expect:

<https://www.health.mil/News/Articles/2020/10/28/Mental-Health-What-you-can-expect-at-a-therapy-appointment>

Additional Ways to De-Stress:

1. Try progressive relaxation: All the way from fingers to toes, tense and then release each muscle group in the body: lower arm, upper arm, chest, back and abdominals, etc.  
Resource: See the Headspace app below.

2. Strike a pose (yoga): The combination of deep breathing techniques and poses makes yoga a potent stress relief tool. One study showed it worked in college students, a particularly tense group. Yoga

# Stress Management

comes in different styles, from slow-paced to hardcore. Hatha yoga, with its gentle movements, may be especially good for inducing a state of calm.

Resource: <https://www.veteransyogaproject.org/what-we-do>

3. Get a massage: Getting a good ol' rub down may do more than alleviate physical pain. A massage may also be beneficial for fighting stress. Don't have the time or money for a full hour session? Head to the mall or nail salon for an abbreviated 20-minute version. Research shows a quick massage can reduce stress and lower blood pressure.

4. Meditate: The "mental silence" that goes along with meditation can produce a state of calm, even during the stormiest of days. But first it requires some mental focus, which isn't as easy as it sounds. Find a quiet spot, sit or lie down comfortably, close your eyes, and breathe deeply for a few minutes. To still a turbulent mind, focus on an object or repeat a word or mantra like "ohm" or "chocolate bar" (hey, whatever works). Then, feel the stress melt away with each breath.

Resource: See the Headspace app below.

5. Breathe deeply: Not into the whole meditation thing? Just do the breathing part. Taking a few deep breaths from the diaphragm has been shown to lower cortisol levels, which can help reduce stress and anxiety. Slowly inhale through your nose, counting to five in your head. Breathe in from your belly. Let the air out from your mouth, counting to eight in your head. Repeat for one to ten minutes.

Resource: See the Headspace app below.

6. Visualize calm: Close your eyes and picture yourself on a beach. Hear the waves lapping on the shore and watch the palm trees swaying in the breeze. Feel calmer? Guided imagery or visualization is a sensory experience that involves envisioning a calm or peaceful scene. It may be a good way to reduce stress and ease anxiety, especially when you see yourself out in nature (picture yourself on a mountaintop or by an ocean). If you can't get into the scene on your own, use a guided recording, or an app like Headspace. You'll get your very own guide to talk you through this mental mini vacation.

Resource: See the Headspace app below.

7. Take a whiff: Something as simple as breathing in a calming aroma can do wonders for our state of mind. Essential oils distilled from plants are believed to directly act on the brain's emotion-controlling zones, like the hypothalamus. Lavender in particular seems to have a soothing effect on the mind.

8. Turn on the tunes: A flip through the old music library is one easy way to reduce stress. Music has the ability to dampen levels of the hormone, cortisol, and ease stress in the process. Which tunes work best? Something calming like light jazz or classical should do the trick. But really, whatever you find relaxing is good musical medicine.

Resource: See the Spiritune app below.

9. Exercise: That "high" runners get after they've sprinted a few laps is a rush of endorphins, the brain's natural mood boosting chemicals. Exercise offers natural stress relief by raising levels of feel-good chemicals while lowering cortisol and other stress hormones. To get that high, and the stress relief that comes with it, it doesn't require the intensity of a run. Any type of cardio (walking, swimming, dancing) should get those brain chemicals pumping.



# Stress Management

## Resources:

- a. Take advantage of the YMCA Military Outreach/Private Gym Program.  
<https://www.ymca.net/military-outreach> Talk with your RS Admin to sign up.
- b. Military One Source Health and Wellness Coaches 800-342-9647.

10. Practice religion: Got faith? Research shows that religion helps to buffer the stressful effect of life events. Any type of religion will work, as long as you feel a spiritual connection to something greater than yourself. There's also the added benefit of being around others. Connection to like-minds in a spiritual setting may help you find the support you need during a stressful time.

## Resource:

- a. Talk with Chaps (listed in the attached guide)
- b. <https://armedservicesministry.org/>
- c. <https://www.usmcu.edu/mld-fitness/> Click on Spiritual Fitness.

11. Do something artistic: Whether your thing is oil painting, playing the trombone, or modern dance, having a creative outlet could do wonders for your state of mind. Art therapy both reduces stress and helps us better manage the stress we've got. Check out a local wine and design or paint n' party type of a class. Bonus points if you do paint night with your spouse.

12. Rational thinking: Rational-emotive behavior therapy is based on the idea that emotions (anger, fear, depression, etc.) largely stem from how you interpret events. Your thoughts, attitudes, beliefs, and self-talk can strongly influence your reactions to different situations. While you may not always be able to control how people behave toward you or the events that occur around you, you can control the view you have of them. Disputing, challenging or replacing negative thoughts with positive, rational and coping thoughts keeps your emotions in check. Consider two questions when a negative thought comes to mind: 1) Where is the evidence that what I'm telling myself is true? If it is true, what is so awful about it?

Resource: Need help practicing replacing negative thoughts? Try this:

<https://positivepsychology.com/wp-content/uploads/Getting-Rid-of-ANTS-Automatic-Negative-Thoughts.pdf>

Questions to challenge thoughts: <https://positivepsychology.com/wp-content/uploads/Questions-For-Challenging-Thoughts.pdf>

## AMERICAN RED CROSS MIND-BODY WORKSHOPS

<https://www.redcross.org/get-help/military-families/deployment-services/mind-body-workshops.html>

Through the creation of Mind-Body Workshops, the Red Cross teaches easy-to-use skills that connect the body with the mind to help participants cope with stress and trauma. Workshops are free and offered in small groups by licensed mental health professionals.

## MILITARY ONE SOURCE CHILL DRILLS

Heidi J. Bauer, MSW, LCSW, a therapist specializing in working with service members and their families, presents an overview of her four simple drills to help reverse the symptoms of stress. These drills can help slow your heart rate, lower your blood pressure and reduce the level of stress hormones in your body. By doing these drills regularly, you can lower your baseline stress level and be better prepared to deal with stress in the future.

# Stress Management

Playaway: Recorded audio player, shipped to you for free

<https://www.militaryonesource.mil/products#!/> in the search type "Chill Drills".

Download: You can also go to <https://www.militaryonesource.mil/products#!/>, in the search type "Chill Drills" and download each file to listen to it right away.

COACH HUB: REACH FITNESS AND NUTRITION GOALS Set, track and achieve goals with one-on-one support from a professional online coach.

- Goals can relate to exercise, physical fitness, nutrition, weight loss or STRESS REDUCTION
- Use text, email or secure online messaging to communicate with your coach
- Request appointments, ask questions, see daily tasks and more

To access this tool, visit <https://www.militaryonesource.mil/confidential-help/interactive-tools-services/resilience-tools/coachhub-a-mobile-coach-for-your-life>, create your free account then call 800-342-9647.

## MOOD HACKER

How you are feeling – your mood – is a big factor in how satisfied you are with your life. It also impacts the quality of your relationships with others. To help you improve your mood and enjoy life more, Military OneSource offers MoodHacker, a free resilience tool that lets you track, understand and improve how you're feeling.

To access this tool, visit <https://www.militaryonesource.mil/confidential-help/interactive-tools-services/resilience-tools/improve-your-mood-with-moodhacker>

## HEADSPACE

Headspace is a meditation and mindfulness app that helps you live a healthier, happier, more well-rested life. Membership, valued at \$95.88, is FREE for Blue Star Families Members. It's free to become a Blue Star Family Member.

<https://bluestarfam.org/family-discounts/>

## SPIRITUNE

The Spiritune app designs, creates, and delivers scientifically-informed music solutions to help manage emotional health using the principles of music therapy. Download the app for FREE (a \$299 value) today, which is currently available to iOS users in the App Store (coming soon to Android users!). It's free to become a Blue Star Family Member.

<https://bluestarfam.org/family-discounts/>

## TIME AND ORGANIZATIONAL MANAGEMENT

- Invest time to save time. Spend five minutes at the beginning of your day to review what you will be doing.
- Select tools to help you organize your day and your life.
- Married? Set up a weekly meeting to go over household logistics. During the week write down items that need to be addressed during the meeting. Bonus points if you meal prep while holding your logistics meeting.



# Stress Management

- Need some tips on holding this kind of a meeting?  
<https://www.healthystartepic.org/wp-content/uploads/2020/01/CME-Family-Logistics-Meeting-2020.pdf>
- Make a daily "to do" list of appointments, phone calls, and errands you want to attend to.
  - Prioritize your list into essential, important, and routine.
  - Plan to do your essential task when you typically have the most energy. Do your routine tasks when you are typically a little more on auto-pilot.
- Organize your workspace so you can easily find things.
- Use a spreadsheet to create a visual battle rhythm.
- Make good use of your daily commute by listening to an audiobook from Navy Digital Library <https://www.navymwrdigitallibrary.org/> or a podcast to learn new skills.
- Work in intervals and take regular breaks – Break your work into manageable pieces with short 1 or 2 minute breaks between them.
- Take care of your health: Drink plenty of water. Don't skip meals – When people are in a hurry or they're lacking time, they tend to skip meals or eat fast food. But, this often causes quite the opposite effect. When your glucose levels drop, you will have a hard time concentrating, you will become moody, and overall less productive.
- Tackle difficult and unpleasant tasks first.
- Avoid daydreaming and "time wasting". Catch yourself and re-direct your attention to the task at hand.

# Marriage

“Great marriages don’t happen by luck or by accident. They are the result of consistent investment of time, thoughtfulness, forgiveness, affection, mutual respect and a rock-solid commitment to each other.” –Dave Willis

There’s an app for that...

- Love Nudge App from Five Love Languages
- Gottman Deck of Cards
- Military One Source Love Everyday (listed below)

PREP: This course is currently being offered virtually through CREDO Southeast and is often available virtually. <https://www.facebook.com/CREDO.Southeast/>

CREDO Marriage Enrichment Retreats

In the book, "Marriage Fitness", by Mort Fortell, he suggests attending a marriage retreat every year as a refresher.

- CREDO Southeast: <https://www.facebook.com/pg/CREDO.Southeast/events/>
- Keep an eye on their Facebook Events page for upcoming retreats. It's a free weekend of lodging, food and marriage building skills. Childcare is not provided.
- CREDO Lejeune: <http://www.mccslejeune-newriver.com/credo/>
- CREDO Marine Forces Reserve: <https://www.facebook.com/MFRCREDO/>
- They are currently offering the e-version of the class below.

Five Love Languages

Take a free online Five Love Languages assessment: <http://www.5lovelanguages.com/>  
Download the Love Nudge app mentioned above for frequent suggestions.

Billy Graham Training Center at the Cove Marriage Retreats (Asheville, NC area) - You can check out Biltmore Estates (See MCCS SC ITT) while you're in the area.

You can use the military scholarship to attend one or two of their other retreats free of charge.  
<https://thecove.org/search/MILITARY/>

Military One Source

800-342-9647

<https://www.militaryonesource.mil/relationships>

Love Everyday app

<https://www.militaryonesource.mil/-/relationship-tool-helps-you-love-every-day>

In just 21 days, you can reduce disharmony and build healthier habits as a couple. Give Love Every Day a try to spark some fun or rekindle your romance.

Tele-FOCUS: Virtual sessions

“Meet” at a time that works for your schedule. Couples learn how to clearly define problems and implement effective solutions, to actively listen and respond to one another's concerns, how to set and take steps towards achievable goals, and how to effectively deal with stress as a couple.

619-556-6075 or [sandiego@focusproject.org](mailto:sandiego@focusproject.org)



# Marriage

Have fun together...date ideas

- <http://www.marriagebuilders.com/forms/rei.pdf> Take the recreational enjoyment inventory and make plans to do the activities you both enjoy doing together. Use this list to help you fill your "date idea" jar previously mentioned.
- Information, Tickets, and Tours (ITT) for other fun date ideas, check with ITT. They have them at military installations all over the world. <https://installations.militaryonesource.mil/view-all-programs-services?return=home/looking-for-a-program>
- DOD Lodging: <http://www.dodlodging.net/>
- Waves of Honor: Free tickets and discounts to select amusement parks: <https://wavesofhonor.com/>
- VetTix.org for free/reduced tickets to sporting and concert events throughout the country.
- Laugh together. Search for local comedy clubs or a funny movie.

Navy General Library (no need to purchase audio/e-books)

To set up your free NGL account:

- Go to: <https://mwr.digitallibrary.navy.mil/>
- To create an account initially you will need a DS login.
- Click on the Overdrive slide. You may need to select the arrow on the right if another program is the first slide.
- Click "DS Logon".
- Select Audio & E-books.
- Select "Visit" under Overdrive.
- Select Click here to establish an account. Use a personal email.
- Download Overdrive to your tablet and/or smartphone and set Navy General Library as your library. You can change the setting to have books for up to 21 days. Once you have your account set up, you won't need to do the DS Login again to access the books/videos.

Books to consider:

- "Everybody Wins; Resolve Conflicts Without Arguing" by Dr. Chapman (who also wrote "Five Love Languages")
- "For Women Only" and "For Men Only" by Shaunti and Jeff Feldhahn (If you buy the books...tip: Highlight portions that stand out to you in the book about your role and then trade books.)
- "The Marriage You've Always Wanted" also by Dr. Chapman
- "His Needs, Her Needs" by Willard Harley
- "Fighting for Your Marriage" based on the PREP approach by Susan Blumberg, Scott Stanley, Howard Markman
- If you have hit the point of separating: "Hope for the Separated" by...Dr. Chapman.

Individual/Couples Counseling

A strength of healthy couples is that they get help when they recognize the need. Don't let the term, "counseling" scare you. Really. They are a neutral third party who listens and helps you figure out solutions. You should not wait until you have built up the Wall of China around your heart before you go see them. If you have that wall, skip all of the above and set up an appointment with them immediately. If what you have been doing in the past hasn't led to a healthy relationship, talk with someone who is trained in healing a marriage and/or people. Using a counseling resource below is free of charge.

# Marriage

To find counseling on an installation near you, use the resources listed in the counseling section. You can also call our Chaplain to find a Chaplain close to you.

If your partner is reluctant to go or is having a hard time getting off of work to go, go yourself.

## In-House Date...

Can't get a sitter? No good movies playing? Too tired to go out? No problem. Create the cheapest date of all: stay home. But don't put the kids to bed and turn on the TV like you always do. Mix it up. (Although if catching up on the shows that are overloading your DVR is something you never have time for and sounds like the perfect date night to you, go for it.)

- Play board games. Do a puzzle. Have a photo shoot. Look through your wedding pictures. Make a scrapbook. Buy a few bottles of wine and a variety of cheeses beforehand and create your own wine-tasting. Take an online cooking class. Date night doesn't necessarily mean leaving your house. It means spending time together.
- Put away cell phones, iPads, computers, etc. Try it one night a week to help you stay connected with the person who is right in front of you, your spouse.
- Eat dinner at the table once a week (no TV playing in the background).
- Do something nice for each other. A kind gesture once a week can go a long way.
- Get some rest. Even if you have an unresolved conflict, if it's 1 a.m., chances are, you're not thinking clearly enough to really resolve anything.
- Don't complain about your spouse to others, talk WITH your spouse about the issues instead. Not sure how to relay talk with your spouse or do you just keep everything in and then blow up? See the section about counseling for guidance.
- Remember that your spouse is not the enemy. The two of you are a team. If one of you is the "winner" in a disagreement, that means the other is a "loser". Work together to find a way to resolve an issue in a way that works for both of you. Need help with this? See the section about counseling for guidance.
- When you do go on a date, don't talk about the kids or logistics. A Google search of "What to talk about on a date with your spouse" will help to get some conversations (connection) going.

AMERICAN RED CROSS RECONNECTION WORKSHOPS

<https://www.redcross.org/get-help/military-families/deployment-services/register-reconnection-workshops.html>



# Moving

## MOVING

Moving is an integral part of the military lifestyle. Your tour on recruiting duty may provide your first opportunity to live away from the typical military environment (base housing, exchange, commissary, recreation facilities, and family support programs). Whether you are moving from base to base, base to civilian community, making an inter-district move from one civilian community to another, or are at the end of your recruiting tour, this section provides useful information.



Below you will find some tips and ideas to prepare for your move:

- Attend a Smooth Workshop with your local Relocation Assistance Office or take one virtually. <http://www.mccsmcrd.com/relocation-assistance/>
- Once you have your orders, contact the Distribution Management Office (DMO) to arrange shipment of your household goods.
- Check with your current housing office to see if on-base housing will be an option at your new duty location. Marines on recruiting duty are entitled to Priority II Housing on military installations nearby their assignment. Priority II puts recruiting personnel in the same category as personnel permanently assigned to that installation.

## PCS TOOLS

Move.mil DoD's Worldwide Moving Website for Managing Your Move

<https://move.mil/>

- Understand your allowances.
- Schedule/track your shipment.
- File claims, if necessary.

Military OneSource

1-800-342-9647 or [www.militaryonesource.mil](http://www.militaryonesource.mil)

- Get a free Community Profile Report (extensive local information on housing, schools, and community resources).
- Use the Relocation Tool Kit to compare schools and costs of living.
- Speak with a MOS representative to get information on extracurricular activities, hobbies, volunteer opportunities, local industry, restaurants, movie theaters, and more.



Plan my Move

<https://planmymove.militaryonesource.mil/>

- Information about your entitlements and benefits, education and employment
- Points of contact
- Create checklists

# Moving

- Planning tools
- Create a custom plan and calendar designed just for you and your family.

## ID CARDS

Ensure you and your family members have valid ID Cards.

## DMV

<https://www.dmv.org/military-drivers/>

- Provides information on Motor State Laws, renewing your stateside driver's license and re-registering your vehicles.

Marine Corps Personal Property Office (PPO)

<https://www.iandl.marines.mil/Portals/85/Docs/LPD/LPD/Handouts.pdf>

- Whom to call
- Conducting a Personally Procured Move (PPM)
- Moving tips
- Unauthorized items
- Rights and responsibilities
- Personal property weight estimation
- Unaccompanied baggage

Additional info from the PPO

<https://www.iandl.marines.mil/Divisions/Logistics-Plans-Policies-Strategic-Mobility-LP/Logistics-Distribution-Policy-Branch-LPD/PCS-Move-Resources/Passenger-Transportation-new/>

## HOUSING

Homes.mil [www.homes.mil](http://www.homes.mil)

The below are not DoD sponsored or endorsed

- Military By Owner [www.militarybyowner.com](http://www.militarybyowner.com)
- Zillow.com
- Trulia.com
- Apartments.com
- Rent.com
- Apartmentfinder.com
- Forrent.com
- Realtor.com
- Homes.com
- A local realtor

**NOTE:** Do not buy a home or sign a lease until your assignment is confirmed with the RS Sergeant Major. Although every effort is made to follow through on initial assignments, changes can and do happen.



# Moving

## **RENTER'S OR HOME OWNER'S INSURANCE**

Renter's or home owner's insurance will give you peace of mind and may be required by your landlord. Check with your insurance company regarding rates and coverage options for your new home and inquire about coverage during your move.

## **LOCAL AREA INFORMATION**

Contact the Chamber of Commerce, Visitor's Center, local news websites, and 211.org which is a free, confidential one-stop resource for local community, health, housing, childcare, and employment information. Often times the Chamber of Commerce or a local realtor will send you a packet of information about the area.

Your RS (or DHQ if you are assigned there) can assign you a sponsor. Contact your sponsor, RS URC, or the DRC with any questions.

Do not buy a home or sign a lease until you check in to your new duty location. Although every effort is made to follow through on initial assignments, changes can, and sometimes do, happen. Your RS Sergeant Major can confirm your assignment. Besides, you want to make sure you are choosing a safe area for your family.

If your RS has not assigned you a sponsor, call your RS URC to be connected with the Unit Sponsorship Coordinator or contact your RSS Staff Non-Commissioned Officer in Charge (SNCOIC), as they are assigned as sponsors for inbound 8411s.

Your BAH (Basic Allowance for Housing) rates are based on your assigned duty location RSS/PCS/RS, not where you decide to live. Check your rate at <http://www.defensetravel.dod.mil/site/bah.cfm>

# Children

## KIDS: SCHOOL AND CHILDCARE

Consider setting aside some of your SDA pay each month for childcare. SDA pay is designed to offset some of the costs associated with living in the civilian community where amenities like on-base childcare are not available. Some YMCA memberships also include drop-in childcare and date nights.

Military OneSource 800-342-9647 can help find childcare resources in your local area and provide information on local schools as well. Check out private and public schools at GreatSchools.org. Schooldigger.com offers evaluations to include student teacher ratio and other metrics to aide your decision process.

The School Liaison Office aboard your current/closest installation may also be of assistance in finding school information. The MCCS MCRD SLO is also available to support you.

Lacey  
Schrader  
School Liaison  
[Lacey.schrader@usmc-mccs.org](mailto:Lacey.schrader@usmc-mccs.org)  
619-524-8032  
619-524-8104

Military Childcare in Your Neighborhood  
[MCCYN Marine Corps | MCC Central \(disa.mil\)](#)  
855.696.2934  
[FamilySupport@MilitaryChildCare.com](mailto:FamilySupport@MilitaryChildCare.com)

This program provides assistance in locating, selecting, and paying for quality civilian childcare for active duty families.

Militarychildcare.com  
<https://militarychildcare.com/>

This secure Department of Defense website provides a single gateway for you to find comprehensive information on military-operated or military-approved child care programs worldwide.

Tutor.com  
<https://military.tutor.com/home>

Tutor.com provides free tutoring resources for military families.

(for kids) Military Youth on the Move  
<http://apps.militaryonesource.mil/pls/psgprod/f?p=123:HOME2:0::NO::>

This is the site for kids, pre-teens, and teens for advice and info on moving, social life, school and more.

(for kids) Military Kids Connect  
<https://www.militarykidsconnect.org/>

For kids, tweens, and teens...provides a safe place for military kids to learn from each other.

(for kids) Sesame Street  
[www.familiesnearandfar.org](http://www.familiesnearandfar.org)

Military Families Near and Far- Designed for children ages 2 to 5, the free mobile app helps with breaking the news, packing, saying goodbye, traveling, exploring the new home, unpacking, making new friends and tips for military parents.



# Spouse Transition Support

## SPOUSE EMPLOYMENT, EDUCATION, AND ENTREPRENEURSHIP

If you are a spouse who owns your own business, you have numerous resources available to you. Email [lindsay.schreiber@marines.usmc.mil](mailto:lindsay.schreiber@marines.usmc.mil) to get information on these valuable resources.

Contact the Family Member Employment Assistance Program (FMEAP) at your current installation for tips and assistance in résumé writing, job search, and more. 9th District FMEAP support is available at <http://www.mccsmcrd.com/fmeap/>. Use the POC information for MCRD San Diego.

The Education Office on your current installation is also a valuable resource if you are continuing your education or plan to start once you PCS. 9th District Education support is available at <http://www.mccsmcrd.com/lifelong-learning-center/>. Use the POC information for MCRD San Diego.

Military OneSource provides information on job search (including virtual jobs), adult education, and volunteer opportunities in your community. They also occasionally hold webinars or other online classes with regard to searching for employment. <http://www.militaryonesource.mil/education-and-employment> or SECO at <http://www.militaryonesource.mil/education-and-employment/spouse-education-and-career-opportunities> 800-342-9647

Search for federal jobs in any location on [www.usajobs.gov/](http://www.usajobs.gov/)

Family Member Financial Aid Resources:  
<https://www.dantes.doded.mil/FinancialAid/SpouseFamilyResources.html>

College Placement Skills Training:  
<https://www.dantes.doded.mil/EducationPrograms/PrepForCollege/Refresher.html>

National Military Family Association (NMFA)  
<http://www.militaryfamily.org/spouses-scholarships/>

NMFA has a wealth of education/employment information for spouses. It's free to join. By joining, you are eligible for additional scholarships. They are also heavily involved in legislation to make military life easier such as spouse unemployment compensation due to PCS orders.

NMFA has scholarship and professional support funds for military spouses only. If awarded, funding can be used for:

- High School Equivalency degrees
- ESL classes and exams
- Associate's, Bachelor's, Master's, and Doctoral degrees
- Certification programs, fees, and exams
- Vocation, technical, and trade schools
- Non-degree certifications and professional advancement classes

# Spouse Transition Support

- Licensure exams and fees
- Continuing education credits
- Clinical supervision required for mental health professional licensure
- Spouse-owned business expenses (includes entrepreneurs, non-profits, direct sales businesses, franchises, contractors, and other self-owned businesses) Awards range from \$500 to \$2,500!
- NMFA military spouses can receive up to \$2,500 toward the cost of becoming a certified real estate professional through Berkshire Hathaway Home Services PenFed Realty's new Real Heroes program.
- Career Step, an online provider of career-focused education, is offering one full-tuition scholarship for any Career Step career certificate program.
- World Education is a provider of online workforce training programs for the military community. World Education will issue 10 partial scholarships and one full scholarship for qualified military spouses.

FINRA Foundation Military Spouse Fellowship (Applications open in March.)

<http://www.afcpe.org/resource-center/funding-and-recognition/finra-foundation-military-spouse-fellowship>

This program provides military spouses the opportunity to earn the Accredited Financial Counselor® (AFC®) certification. The fellowship covers the costs associated with completing the AFC® certification program.

In-State Tuition

<http://www.militaryfamily.org/spouses-scholarships/grants-funding.html#sthash.6b132obS.dpuf>

Active duty military spouses are eligible to receive in-state tuition at public colleges and universities in the state where they reside or are permanently stationed for more than 30 days.

Fisher House Scholarship Finder <http://www.militaryscholar.org/>

Career One Stop <https://www.careeronestop.org/MilitarySpouse/default.aspx> I'm a tremendous fan of this site. You can find state specific information about careers, funding, and training.

Navy Marine Corps Relief Society provides financial assistance.

USO Skillsoft Trainings <https://www.uso.org/skillsoft>

Learning Express on Navy Digital Library <https://www.navymwrdigitallibrary.org/>

Note: Create your account under DS Login.

- Resumes and cover letters
- Practice and master interview techniques
- Explore and identify career paths according to your interests
- Find schools and education/training programs.



# Spouse Transition Support

- Creating a LinkedIn account (do this six months out to build your contacts) webinar
- Writing a resume webinar

## Hiring Our Heroes

<https://www.hiringourheroes.org/>

- Military and spouse fellowship programs.
- Virtual and in-person hiring/training events

## Syracuse University's Onward to Opportunity (O2O)

<https://onward2opportunity-vctp.org/>

O2O is a no-cost industry-focused and validated career skills program that connects transitioning service members and active duty military spouses to high-demand careers in Customer Excellence, Information Technology, and Business Management. Training is designed to meet the needs of private sector partners to help bridge the gap between the military-connect population and skills the employers are seeking.

## National Resource Directory

<https://nrd.gov/>

The National Resource Directory has more than 14,000 vetted resources.

## Universal Class

<http://marinecorpva.universalclass.com/barcode-login.htm?enter+code>

The access code is 11101775.

This program provides a unique online education experience with a growing catalog of professional development courses. These courses, in addition to teaching new skills, can help to boost the skills portion of a resume.

**IMPORTANT!!!!!! SPOUSE UNEMPLOYMENT COMPENSATION DUE TO PCS ORDERS:** For questions please call Military One Source at 800-342-9647. State by State listing: <http://www.ncsl.org/issues-research/labor/unemploy-comp-for-military-spouses-statutes.aspx> if you (the spouse) submit for unemployment while moving for a PCS make sure you submit a copy of your spouse's orders with your unemployment paperwork even if you are not asked to do so initially. List your spouse's military relocation as the reason why you quit your job on all forms. When you quit your job be sure to notify your employer in writing that you are quitting due to your spouse's military relocation and keep a copy of this letter.

## SPOUSE CERTIFICATION (AND BUSINESS LICENSURE) REIMBURSEMENT

<https://www.marines.mil/News/Messages/Messages-Display/Article/2088388/spouse-reimbursement-for-state-licensure-and-certification-costs/>

PCS orders with an effective date between 12 December 2017 and 19 December 2019 qualify for \$500 and PCS orders with an effective date between 20 December 2019 and 31 December 2024 qualify for \$1000. This is a one-time reimbursement for each PCS.

# Finances

## FINANCES

Military One Source provides online tax service through H&R Block during tax season each year as well as free access to meet with a financial counselor in your community.  
800-342-9647

Personal Financial Counselor  
Western Recruiting Region  
619-524-1204 / 619-524-8374  
Email: [michael.mcisaac@usmc.mil](mailto:michael.mcisaac@usmc.mil)  
Receive one on one financial guidance or attend a virtual class.

Navy Marine Corps Relief Society  
[www.nmcrrs.org](http://www.nmcrrs.org)

NMCRS provides Financial Assistance and Emergency Relief to those who qualify. If you are near a Navy or Marine Corps Installation, go to the NMCRS office on that base. If you are near an Army Installation, visit the Army Emergency Relief Office. If you are near an Air Force Installation, visit the Air Force Aid Society. If you are not near an installation, contact the Armed Forces Emergency Center, operated by the American Red Cross 1-877-272-7337.

## Exceptional Family Member Program

Exceptional Family Member Program (EFMP)  
<http://www.mccsmcrd.com/exceptional-family-member-program/>  
619-524-8031

EFMP is a mandatory program for family members who have medical, emotional, educational, behavioral, or physical challenges. State assistance normally requires registration in EFMP. Enrollment must be updated every two years. Visit the MCCS MCRD San Diego EFMP website for assistance and information.

EFMP support through Military One Source  
They have specialty consultations to help find resources, take online trainings, and they have a monthly newsletter specifically for EFMP families, and so much more, really, a lot more.  
<https://www.militaryonesource.mil/family-relationships/special-needs/special-needs-resources>

Education Service Directory for Children with Special Needs  
<https://efmpeducationdirectory.militaryonesource.mil/>



# Fitness, Nutrition, and Health

Navy Digital Library has numerous e-books and audiobooks to address many special needs topics. <https://www.navymwrdigitallibrary.org/> you will need to create a free DS Login account to access the site. They also have quite a few other resources on their site.

Military health care has made great strides during the past several years in addressing the needs of Marines and families on independent duty. Healthcare services may operate differently from what you are familiar with on a base, but the primary parts of TRICARE remain available to you. Before you arrive, review your healthcare needs and look into how they will be addressed while you are on recruiting duty.

**TRICARE** [www.tricare.mil](http://www.tricare.mil)

**TRICARE Prime or TRICARE Prime Remote:** All active duty Marines are required to be enrolled in Prime or Prime Remote depending on where you live. Family members may choose to enroll in Prime or Prime Remote. You are assigned a Primary Care Manager (PCM), who provides access to all health care. If you live and work more than 50 miles from a Military Treatment Facility, you may be eligible for TRICARE Prime Remote. TRICARE Prime Remote delivers the same benefits as Prime in remote locations from a civilian provider.

**TRICARE Select:** Family members who do not choose to enroll in a Prime program will automatically have TRICARE Select, no enrollment is necessary. Family member may visit any civilian certified or authorized provider they choose and submit the claim to TRICARE. Your family members would be responsible for applicable deductibles and cost shares.

**DENTAL**— Programs are different for Marines and family members.

**Active Duty Dental Program:** Active Duty Marines who live within 50 miles of a Dental Treatment Facility (DTF) will receive their dental coverage through the DTF. Active Duty Marines who live more than 50 miles from a military DTF will access their dental care through the Active Duty Dental Program (ADDP). Access the ADDP website at: [www.addp-ucci.com](http://www.addp-ucci.com) to locate a contract provider. Using a contract dental provider is REQUIRED. You may call 1-866.984.ADDP (2337) for assistance. DEERS must reflect your Remote status to use the Remote ADDP.

**TRICARE Dental Program:** The TRICARE Dental program (TDP) administered by United Concordia offers dental coverage to your eligible family members. This coverage is optional. Active Duty service members need to enroll their family members if they wish to provide this dental coverage. There is a monthly premium. Enrollment in the TRICARE medical Prime plan does not include dental coverage. Preventive services are covered at 100%; restorative services may have a cost share. Using a network provider saves you money. To locate a dentist, discuss claims disputes, or for more general information, please visit the website: <https://www.uccitdp.com/> or call 1-844-653-4061 (CONUS).

# Fitness, Nutrition, and Health

## Pharmacy

### Points of Contact

TRICARE East  
800-444-5445  
[www.humanamilitary.com](http://www.humanamilitary.com)

Defense Enrollment  
Eligibility Reporting  
System (DEERS)  
800-538-9552

Active Duty Dental  
Program  
866-984-2337

TRICARE Dental Program  
844-653-4061

Express Scripts  
877-363-1303



TRICARE Mail Order Pharmacy (TMOP) – available for maintenance medications you take for ongoing conditions, e.g. high blood pressure, birth control. Prescriptions filled through the TMOP are free for the active duty Marine and a small co-payment for family members. The service is provided by Express Scripts, 877.363.1303 or online at [www.express-scripts.com/TRICARE](http://www.express-scripts.com/TRICARE).

TRICARE Retail Pharmacy Network – prescriptions may be filled at any TRICARE retail network pharmacy. A TRICARE retail pharmacy is a pharmacy that has signed a contract agreeing to fill TRICARE prescriptions. These are most civilian pharmacies in the United States. There are no costs for active duty service members however; family members will have a small co-payment.

Non-Network Pharmacy – a civilian pharmacy that has not signed a contract to fill TRICARE prescriptions is called a Non-Network pharmacy. These are hard to find but do exist. If you fill your prescription at this pharmacy you will be asked to pay upfront and file your own claim. Active Duty Service Members will be reimbursed and family members will have a higher deductible and cost share. (Use only when a network pharmacy is not available).

### Changing Your Health Care Options...

Before you depart your current duty station and arrive at your new duty station- Ensure I.D. cards are updated.

Find out what TRICARE Region you will be in.

Check availability of providers and services in your new area.

If you are enrolled in Prime, DO NOT drop or change your coverage before your move – wait until you arrive at your new duty location.

When you arrive at your new duty station – Update DEERS with your new address.

Change to your new TRICARE Region or area (if necessary). If you are currently enrolled in Prime or Prime Remote, transfer your enrollment to your new area and select your new Primary Care Manager. If you are not enrolled in Prime or Prime Remote enroll yourself and your family (if they choose this option). Transfers will take place the day the contractor receives the application. New enrollments for service members will take place the day the contractor receives the application. New enrollments for family members (switching from Select to a Prime program) will be processed using the 20th of the month rule. If the enrollment is received on or before the 20th of the month, the enrollment in Prime or Prime Remote will take place the first day of the following month. After the 20th, enrollment begins on the first day of the second following month.



# Fitness, Nutrition, and Health



If Prime, learn who your PCM is and introduce yourself.  
Find network locations for filling prescriptions and look into using the TRICARE Mail Order Pharmacy for medications you take regularly or for maintenance type prescriptions, e.g. birth control, blood pressure or high cholesterol medicines.

## Federal Employees Dental and Vision Insurance Program (FEDVIP)

<https://www.benefeds.com/programs>

FEDVIP is a voluntary, enrollee-pay-all dental and vision program available to Federal employees and annuitants, certain retired uniformed service members, and active duty family members.

## FITNESS

Check out FitForce Mobile and FitForce Planner mobile apps.

<https://www.fitness.marines.mil/>

## HIGH INTENSITY TACTICAL TRAINING (HITT) LOCKER/WOD's

<http://www.mccsmcrd.com/fitness-center/>

USMC HITT WOD's:



<https://www.facebook.com/HighIntensityTacticalTraininghitt/>

## HUMAN PERFORMANCE

<http://www.mccsmcrd.com/human-performance/>

- Tobacco Cessation
- Sexual Health
- Nutrition
- Physical Fitness
- Weight Management
- Injury Prevention
- Chronic Diseases

## FREE E-MAGAZINES

[http://mccs.ent.sirsi.net/client/en\\_US/default](http://mccs.ent.sirsi.net/client/en_US/default)

The RB Digital Magazines, you have access to free e-versions of health/fitness magazines for men and women such as Clean Eating, Better Nutrition, Eating Light, Eating Well, Gluten-Free, Men's Fitness, Men's Health, Natural Bodybuilding, Oxygen, Yoga, Shape, Runner's World, Fit Pregnancy. You have to have an account in good standing with the MCRD San Diego Library and they can get you set up with whatever resource you'd like to utilize. Their number is 619-524-1849 or [sandiegocirc@usmc-mccs.org](mailto:sandiegocirc@usmc-mccs.org).

# Fitness, Nutrition, and Health

## UNIVERSAL CLASS (ONLINE TRAINING)

<https://marinecorpsva.universalclass.com/barcode-login.htm?enter+code> (11101775 is the code.)

- Weight Loss Management
- Weight Training
- Wellness Coaching
- Yoga
- Nutrition

## MILITARY ONE SOURCE

Partner with a Military One Source Health and Wellness Coach over the phone. Focus areas for coaching include: weight management, fitness and nutrition, health condition management, stress management, and life transitions. If you prefer to work independently, Military OneSource offers the Living series - free, online, self-directed health and wellness coaching programs to help you make lasting lifestyle changes.

800-342-9647



## YMCA MILITARY OUTREACH INITIATIVE

Effective 10 September, all YMCA/Private gym memberships will be routed through RS Admin to then be approved at the District level and submitted directly to DoD for final approval. There has typically been about a 30 day delay from application to approval.

The most updated application can be found:

<https://www.asymca.org/ymca-dod-military-outreach-initiative>

## FREE COMMUNITY GROUP

Team Red, White and Blue- Check to see if there's a chapter in your area. (Get a free Nike Team RWB shirt by signing up.)

## MILITARY ONE SOURCE

Partner with a Military One Source Health and Wellness Coach over the phone. Focus areas for coaching include: weight management, fitness and nutrition, health condition management, stress management, and life transitions. If you prefer to work independently, Military OneSource offers the Living series - free, online, self-directed health and wellness coaching programs to help you make lasting lifestyle changes.

800-342-9647

[www.militaryonesource.mil](http://www.militaryonesource.mil)



# Fitness, Nutrition, and Health



## NUTRITION

Meal Prepping...Create a plan! Use this free site to create your meal plan for a few days' worth of healthy meals: <https://savethefood.com/meal-prep-mate/learn-how/> Keep in mind that the fewer dishes you make, the less time you'll spend cooking and will save \$. Switch up your meals from week to week.

Create your shopping list. Use seasonings or sauces to keep things interesting but watch the sodium, sugar, and fat content. Invite the kids to prep with you. It's great quality time and they learn a few valuable life skills. Order your food online for pick up OR have your food delivered OR do it the old fashioned way, go grocery shopping.

Make sure you have the supplies you need:

- Scale
- Measuring cup
- Measuring spoons
- Seasonings
- Cutting board/knife
- Cooking spray
- Storage baggies or containers
- Pots and pans

During meal prep, use a scale or other measuring tool for consistency.

If you're just starting out, it may take longer than it would after you've had some practice. Give yourself about 2 to 3 hours to prepare a week's worth of food. Maybe just try a few days' worth of meals. Crunched for time? Buy pre-cooked or pre-cut foods.

Low on storage space in the refrigerator? Store your foods in baggies either by meal or by food type: protein, carb, or veggie.

Try batch cooking your foods. Cook up a big pot of chili and then portion it out.

Pre-portion out your snacks and toppings to make them grab and go.

Helpful sites:

- Savethefood.org
- Stilltasty.com
- Stopfoodwaste.org
- Navy Nutrition Program

MyFitnessPal

With a database of more two million (that's right, million) food items, the platform makes it easy for users to keep track of calories, macronutrients (proteins, fats, and carbs)/micronutrients (vitamins, sodium, etc.), and so much more.

Meal Prep Mate

Offers free meal prepping guidance whether you're new to meal prepping/planning or a seasoned (pun intended) meal prepper <https://savethefood.com/meal-prep-mate/>.

# Fitness, Nutrition, and Health

Human Performance by CHAMP- Total Force Fitness

<https://www.hprc-online.org/>

Thrive Market

Through Blue Star Families, you have a free membership to shop for healthy options at a wholesale price, and have your goodies delivered straight to your door.

<https://bluestarfam.org/thrive-market-blue-star-families/>

Daily Yoga

Why It's Cool: The step-by-step guidance is perfect for beginners. With more than 45 yoga sessions and a library packed with more than 300 poses, users can track their way to zen-filled progress.

Cost: Free. Available for iOS and Android.

Mindshift

Why It's Cool: The app includes strategies for dealing with everyday anxiety, as well as specific tools to tackle Test Anxiety, Perfectionism, Social Anxiety, Performance Anxiety, Worry, Panic, and Conflict.

Cost: Free. Available for iOS and Android.

Podcasts

<https://optimizeyourself.me/39/>

<https://www.cooksmarts.com/articles/ways-to-meal-prep-podcast-show-notes/>



# Military One Source



## Confidential non-medical counseling:

- For service members and military families
- Private, at no cost, not reported to command
- Short-term, up to 12 sessions
- Connects you – or immediate family members to professionals with master's level education
- Helps with issues such as:
  - Improving relationships at home and work
  - Stress management
  - Marital and communication issues
  - Adjustment and deployment difficulties
  - Parenting skills
  - Grief or loss

You can connect with Military OneSource 24/7/365 to arrange your session:

Counseling services are offered via:

- Telephone
- Online chat
- Secure, live video session
- Face-to-Face

### Specialty Consultations

**Health and Wellness Coaching:** Personal coaches to help you set and reach goals to lose weight, manage stress, tackle transitions or make healthier lifestyle changes.

**Peer-to-Peer:** These free, confidential consultations provide opportunities for you to discuss personal or career challenges or aspirations with someone who's been there.

**Special Needs:** Consultants are knowledgeable about the range of military programs and assistance for caregiving, education and more for family members with special needs.

**Adoption:** Adoption consultants are specially trained in military adoptions and can help you navigate the process.

**Adult Disability:** Trained consultants can answer questions and help you access resources and support services for your adult family member who needs care.

**Elder Care:** Consultants can help you understand benefits from the VA and Medicaid, how to find in-home care and facilities and get referrals for programs.

**Education:** From pre-school to college tuition, education consultants can connect you to resources for service members, for military spouses and military children.

**Spouse Relocation and Transition:** Personalized help with moving and transition for military spouses. Get help with managing moving plans, housing allowances, shipment and storage, and more.

Additional details: [https://download.militaryonesource.mil/12038/MOS/MOS\\_PPTS/MOS-SlideDeck-2\\_Overview.pdf](https://download.militaryonesource.mil/12038/MOS/MOS_PPTS/MOS-SlideDeck-2_Overview.pdf) or call 800-342-9647.



## Additional Items

Family Readiness and Marine Corps Family Team Building programs are supported through your RS. The DRC provides program support while working in partnership with the RS URCs. The DRC is also a Family Readiness Trainer who can provide UPFRP training for Command Team Members, Family Readiness Volunteers, and interested parties. The District RC can also coordinate LINKS and LifeSkills training and education opportunities across the District. Trainings may be provided on-line or in person. The District Family Readiness Team is supported by MCCS MCRD San Diego and is guided by MCO 1754.9B.

### National Resource Directory

National resource directory has been established by a joint initiative between the DoD, Department of Labor, and Department of Veterans Affairs. The searchable database can be accessed via [www.nationalresourcedirectory.gov](http://www.nationalresourcedirectory.gov). This database provides national, state, local, and private resources for military members, family members, and veterans.

Family Care Plans need to be updated within 30 days of checking in to your new assignment. Make sure you have a local, non-active duty short-term care provider; and a non-active duty long-term care provider listed in the Family Care Plan on Marine Online. Family Care Plans are required for any service member with dependent(s) and are governed by MCO 1740.13D.

Service Member's Civil Relief Act contains provisions that may be applicable to your situation as an active duty service member, such as ensuring that a military clause is part of your housing rental agreement. [https://www.benefits.va.gov/homeloans/documents/docs/scra\\_notice.pdf](https://www.benefits.va.gov/homeloans/documents/docs/scra_notice.pdf)

## Websites

211	<a href="http://www.211.org">www.211.org</a>
9th District Website	<a href="http://www.marines.mil">9th Marine Corps District (marines.mil)</a>
9th District Marine and Family Readiness	<a href="https://www.facebook.com/groups/9MCDFamilyReadiness">https://www.facebook.com/groups/9MCDFamilyReadiness</a>
American Red Cross (Reconnection and Mind-Body Workshops)	<a href="http://www.redcross.org">www.redcross.org</a>
BAH calculator	<a href="http://www.defensetravel.dod.mil/site/bahCalc.cfm">http://www.defensetravel.dod.mil/site/bahCalc.cfm</a>
Blue Star Families	<a href="https://bluestarfam.org/">https://bluestarfam.org/</a>
Budget for Babies	<a href="https://www.nmcrs.org/pages/budgeting-for-a-baby">https://www.nmcrs.org/pages/budgeting-for-a-baby</a>
Chamber of Commerce, US	<a href="https://www.uschamber.com/">https://www.uschamber.com/</a>
Chaplain Care	<a href="http://www.chaplaincare.navy.mil">www.chaplaincare.navy.mil</a>
Child Care Aware	<a href="http://usa.childcareaware.org/military-programs/military-families/">http://usa.childcareaware.org/military-programs/military-families/</a>
CREDO-Lejeune	<a href="http://www.mccslejeune-newriver.com/credo/">http://www.mccslejeune-newriver.com/credo/</a>
CREDO-Marine Forces Reserve	<a href="https://www.facebook.com/MFRCREDO/">https://www.facebook.com/MFRCREDO/</a>
Crime Reports	<a href="https://www.crimereports.com/">https://www.crimereports.com/</a>
DANTES	<a href="https://www.dantes.doded.mil/">https://www.dantes.doded.mil/</a>
DEERS	<a href="http://www.tricare.mil/deers">www.tricare.mil/deers</a>
Defense Commissary Agency	<a href="http://www.commissaries.com">www.commissaries.com</a>
Dental-United Concordia	<a href="https://www.uccitdp.com/dtwdws/member/landing.xhtml">https://www.uccitdp.com/dtwdws/member/landing.xhtml</a>
DMV	<a href="https://www.dmv.org/military-drivers/">https://www.dmv.org/military-drivers/</a>
DoD Military FR Council	<a href="https://www.militaryonesource.mil/leaders-service-providers/military-family-readiness-council/">https://www.militaryonesource.mil/leaders-service-providers/military-family-readiness-council/</a>



## Websites

DStress	<a href="http://www.usmc-mccs.org/index.cfm/services/support/dstress-">http://www.usmc-mccs.org/index.cfm/services/support/dstress-</a>
Education Directory for Children with Special Needs	<a href="https://efmpeducationdirectory.militaryonesource.mil/">https://efmpeducationdirectory.militaryonesource.mil/</a>
WRR MCFTB Facebook Group	<a href="https://www.facebook.com/mccsmcrdsd.marine.family">https://www.facebook.com/mccsmcrdsd.marine.family</a>
Exceptional Family Member Program (EFMP)	<a href="http://www.mccsmcrd.com/exceptional-family-member-program/">http://www.mccsmcrd.com/exceptional-family-member-program/</a>
Family Care Plans	<a href="https://www.marines.mil/portals/1/Publications/MCO%201740.13D.pdf?ver=2018-08-15-083257-820">https://www.marines.mil/portals/1/Publications/MCO%201740.13D.pdf?ver=2018-08-15-083257-820</a>
Family Member Employment Assistance Program (FMEAP)	<a href="http://www.mccsmcrd.com/fmeap/">http://www.mccsmcrd.com/fmeap/</a> <a href="https://www.facebook.com/groups/FMEAPSanDiego">https://www.facebook.com/groups/FMEAPSanDiego</a>
Federal Jobs	<a href="http://www.usajobs.opm.gov">www.usajobs.opm.gov</a>
Financial Counselor (Virtual) Appointment	<a href="https://calendly.com/mcrapi">https://calendly.com/mcrapi</a>
FINRA Military Spouse Fellowship Program	<a href="http://www.saveandinvest.org/MilitaryCenter/MilitarySpouseFellowships/">http://www.saveandinvest.org/MilitaryCenter/MilitarySpouseFellowships/</a>
FitForce Mobile	<a href="https://www.fitness.marines.mil/">https://www.fitness.marines.mil/</a>
FOCUS Project	<a href="http://www.focusproject.org/focus-world-intro">http://www.focusproject.org/focus-world-intro</a>
Great Schools.org	<a href="http://www.greatschools.org/">http://www.greatschools.org/</a>
Hiring Our Heroes	<a href="https://www.hiringourheroes.org/">https://www.hiringourheroes.org/</a>
ID Card Site Locator	<a href="https://idco.dmdc.osd.mil/idco/">https://idco.dmdc.osd.mil/idco/</a>
Immigration & Naturalization Services	<a href="https://www.uscis.gov/military/military-help-line">https://www.uscis.gov/military/military-help-line</a>
Legal Assistance-	<a href="https://www.militaryonesource.mil/financial-and-legal/legal-issues">https://www.militaryonesource.mil/financial-and-legal/legal-issues</a>

Marine Corps	<a href="http://www.usmc.mil">www.usmc.mil</a>
Marine Corps Community Services	<a href="http://www.mccsmcrd.com/">http://www.mccsmcrd.com/</a>
MarineNet	<a href="https://www.marinenet.usmc.mil/">https://www.marinenet.usmc.mil/</a>
Meal Prepping	<a href="https://savethefood.com/meal-prep-mate/learn-how/">https://savethefood.com/meal-prep-mate/learn-how/</a>
Mental Health America Online Screening Tool	<a href="http://www.mhascreening.org">http://www.mhascreening.org</a>
Military Child Education	<a href="http://www.militarychild.org">www.militarychild.org</a>
Military OneSource	<a href="http://www.militaryonesource.mil">www.militaryonesource.mil</a>
Military Pay Information	<a href="http://www.dod.mil/dfas">www.dod.mil/dfas</a>
Military Spouse Advocacy Network	<a href="https://www.milspouseadvocacynetwork.org/">https://www.milspouseadvocacynetwork.org/</a>
Military Spouse Corporate Career Network	<a href="http://www.msccn.org/">http://www.msccn.org/</a>
Military Spouse Employment Partnership	<a href="https://msepjobs.militaryonesource.mil/msep/">https://msepjobs.militaryonesource.mil/msep/</a>
Move.mil	<a href="https://move.mil/">https://move.mil/</a>
Moving Forward	<a href="https://www.veterantraining.va.gov/movingforward/">https://www.veterantraining.va.gov/movingforward/</a>
My Pay	<a href="https://mypay.dfas.mil/">https://mypay.dfas.mil/</a>
National Military Family Association	<a href="https://www.militaryfamily.org/">https://www.militaryfamily.org/</a>
National Resource Directory	<a href="http://www.nationalresourcedirectory.gov">www.nationalresourcedirectory.gov</a>

NAVMC 11654 Contact Authorization Form	<a href="https://www.tecom.marines.mil/Portals/147/H&amp;S%20BN/NAVMC_11654_check_in_form.pdf">https://www.tecom.marines.mil/Portals/147/H&amp;S%20BN/NAVMC_11654_check_in_form.pdf</a>
Navy Digital Library (free audio & e-books, e-magazines, foreign language learning, etc.)	<a href="https://www.navymwrdigitallibrary.org/">https://www.navymwrdigitallibrary.org/</a>
Navy Marine Corps Relief Society	<a href="https://www.nmcrs.org/">https://www.nmcrs.org/</a>
New Parent Support Program	<a href="http://www.mccsmcrd.com/new-parent-support-program/">http://www.mccsmcrd.com/new-parent-support-program/</a>
Onward to Opportunity	<a href="https://ivmf.syracuse.edu/programs/career-training/">https://ivmf.syracuse.edu/programs/career-training/</a>
Operation Homefront	<a href="https://operationhomefront.org/">https://operationhomefront.org/</a>
Operation We Are Here: Resources for Children	<a href="https://www.operationwearehere.com/ChildrenResources.html">https://www.operationwearehere.com/ChildrenResources.html</a>
Personal Financial Management Program (PFMP)	<a href="http://www.mccsmcrd.com/pfm/">http://www.mccsmcrd.com/pfm/</a>
Plan My Move	<a href="https://planmymove.militaryonesource.mil/">https://planmymove.militaryonesource.mil/</a>
Postpartum Support for Military Families	<a href="http://www.postpartum.net/Get-Help/PSI-Support-for-Military-Families.aspx">http://www.postpartum.net/Get-Help/PSI-Support-for-Military-Families.aspx</a>
RS CHI Facebook	<a href="https://www.facebook.com/TheChicagoMarines/">https://www.facebook.com/TheChicagoMarines/</a>
RS IND Facebook	<a href="https://www.facebook.com/RSIndianapolis">https://www.facebook.com/RSIndianapolis</a>
RS MIL Facebook	<a href="https://www.facebook.com/WisconsinMarines">https://www.facebook.com/WisconsinMarines</a>



RS STL Facebook	<a href="https://www.facebook.com/rsstlouis/">https://www.facebook.com/rsstlouis/</a>
RS DSM Facebook	<a href="https://www.facebook.com/DesMoinesMarines/">https://www.facebook.com/DesMoinesMarines/</a>
RS KAN Facebook	<a href="https://www.facebook.com/KansasCityMarines/">https://www.facebook.com/KansasCityMarines/</a>
RS OKC Facebook	<a href="https://www.facebook.com/oklahomamarines/">https://www.facebook.com/oklahomamarines/</a>
RS TWC Facebook	<a href="#">USMC RS Twin Cities Spouses   Facebook</a>
School Liaison Program	<a href="http://www.mccsmcrd.com/school-liaison/">http://www.mccsmcrd.com/school-liaison/</a>
Sesame Street for Military Families	<a href="https://sesamestreetformilitaryfamilies.org/">https://sesamestreetformilitaryfamilies.org/</a>
Spouse Education and Career Opportunities (SECO)	<a href="http://www.militaryonesource.mil/seco">http://www.militaryonesource.mil/seco</a>
Star Spangled Babies	<a href="https://operationhomefront.org/star-spangled-babies/">https://operationhomefront.org/star-spangled-babies/</a>
Team Red, White and Blue (Active duty, veterans and families)	<a href="https://www.teamrwb.org/">https://www.teamrwb.org/</a>
Telemetrynd (Counseling)	<a href="https://www.telemetrynd.com/humanamilitary/">https://www.telemetrynd.com/humanamilitary/</a>
TRICARE	<a href="http://www.tricare.mil">www.tricare.mil</a>
TRICARE Mail Order Pharmacy	<a href="https://militaryrx.express-scripts.com/">https://militaryrx.express-scripts.com/</a>
United Services Organization (USO)	<a href="https://www.uso.org/">https://www.uso.org/</a>
United Way	<a href="http://www.unitedway.org">www.unitedway.org</a>
Universal Class (Basic English course and hundreds of	<a href="https://marinecorpstva.universalclass.com/barcode-login.htm?enter+code">https://marinecorpstva.universalclass.com/barcode-login.htm?enter+code</a>

other free courses code: 11101775)	
US Government Official Web	<a href="http://www.usa.gov">www.usa.gov</a>
Vacations	<a href="http://www.afvclub.com">www.afvclub.com</a>
VetTix	<a href="https://www.vettix.org/">https://www.vettix.org/</a>
Vision-FEDVIPS	<a href="https://www.benefeds.com/">https://www.benefeds.com/</a>
Voting-Federal Voting Assistance Program	<a href="https://www.fvap.gov/">https://www.fvap.gov/</a>
Waves of Honor	<a href="https://wavesofhonor.com/">https://wavesofhonor.com/</a>
Women, Infants & Children (WIC)	<a href="http://www.fns.usda.gov/wic">www.fns.usda.gov/wic</a>
YMCA Outreach Initiative	<a href="https://www.asymca.org/ymca-dod-military-outreach-initiative">https://www.asymca.org/ymca-dod-military-outreach-initiative</a>

## Recruiting Lingo

Today was pretty awesome. I took an applicant to MEPS and he didn't get PMR'd. The kid was a CAT II on the ASVAB and totally passed the physical so we can get him contracted, sworn in, and in the DEP. Hopefully he passes the ENTNAC and ships.

I had another kid come in for an appointment and he did really well on the WRAT and EST so I interviewed him and identified some needs using the benefit tags so he seems pretty promising. I hope he becomes a NWA so I can take him to MEPS.

Did some prospecting, ACs, TCs, and even got an appointment at a High School senior's house tomorrow. He's only 17 so it may take some work to get PC if this kid is really interested. Talked to a veteran Marine at the mall and he mentioned he might be interested in coming back in so I got his number for the PSR.

Checked my email after prospecting and heard from the RI. He's doing PAR training this week but wanted to remind me of the all hands training, LINKS class, and family day next week. My wife is really looking forward to the LINKS class and family day.

Ran into the OSO on my way out the door, she had a meeting with a kid starting college next year that sounded promising and one of my fellow recruiters was working a potential MEOP applicant.

My wife texted me and let me know that she calculated the amount we are saving from SDA pay and we are right on track to take our dream vacation next year.

### Recruiting Lingo Defined

Benefit Tags: Cards listing benefits available to active and reserve component. Used during the interview to identify needs that can be met by becoming a Marine.

NWA: New Working Applicant. Qualified applicant who is committed to joining the Marine Corps.

Prospecting: contacting perspective applicants to set appointments for interview.

AC: Area Canvassing. Prospecting at local establishments.

TC: Telephone Call. Prospecting via telephone.

PC: Parental Consent. Perspective applicants who are under the age of 18 require consent from their parents to enlist.

PSR: Prior Service Recruiting. Recruiting program targeting prior service Marines.

RI: Recruiter Instructor. Senior Career Recruiter at each RS and responsible for training all of the recruiters.

PAR: Proficiency and Review Training. 5 day training for all new recruiters conducted at their RS.

## Recruiting Lingo



## Recruiting Lingo

LINKS: Lifestyles, Insights, Networking, Knowledge, and Skills. A Marine Corps/military life 101 class for family members.

OSO: Officer Selection Officer. Responsible for recruitment of college students for Marine Corps Officer Programs.

MEOP: Musician Enlistment Option Program. Offers young men and women the opportunity to serve their country while pursuing their passion for music.

SDA: Special Duty Assignment. Recruiting duty is considered a SDA and may provide eligibility for an additional monthly amount of pay (SDA pay) that is considered taxable income.

MEPS: Military Entrance Processing Station. Applicants are tested and inducted into the Armed Forces, if qualified.

PMR: Permanently Medically Rejected. An applicant is deemed medically unfit for the USMC.

CAT I-III A: acceptable score categories on the ASVAB for the USMC.

ASVAB: Armed Services Vocational Aptitude Battery. Measures developed abilities and helps predict future academic and occupational success in the military.

Contracted: A contract for enlistment has been executed.

DEP: Delayed Enlistment Program. Also called the Pool program, individuals who have contracted an enlistment and are awaiting recruit training (Poolees) participate in order to learn about the Corps and prepare for success in training.

ENTNAC: Entrance National Agency Check. Basic background check including fingerprint and police records check that is conducted on every enlistee in the Armed Forces.

Appointment: meeting with applicant to screen and interview for enlistment.

WRAT: Wide Range Achievement Test. Assessment of reading, comprehension, spelling, and mathematics skills.

EST: Enlisted Screening Test. Provides basic aptitude information to the recruiter.

Interview: The recruiting sales presentation. Requires a great deal of energy to engage the applicant and gain the commitment to enlist.

# Quick ♥ Boosters

Love Nudge (5 Love Languages) App...



Love Nudge



Gottman Card Decks

... Gottman Card Decks App

Love Every Day App ...



Love Everyday



25 Tips

... 25 Tips – Practice 1/day.

Open your camera app.  
Hold it over a QR code.







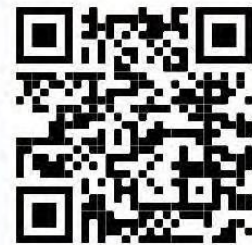
## ITEMS YOU CAN ORDER/DOWNLOAD FOR FREE THROUGH MILITARY ONE SOURCE TO HELP YOU ON RECRUITING DUTY

- ✓ Chill Drills
- ✓ Connecting with Kids in a Disconnected World
- ✓ Coping with Stress as a Couple
- ✓ Double Duty: Staying Connected with your Kids When You're a Deployed Dad
- ✓ Go Read
- ✓ I'm Here for You Now Board Book
- ✓ M1S Specialty Consultation Fact Sheet
- ✓ M1S Program Fact Sheet
- ✓ M1S Specialty Consultations: Military Spouse Relocation and Transition Fact Sheet
- ✓ Mobile Solutions Fact Sheet
- ✓ Moving
- ✓ MWR Digital Library
- ✓ Mousepad
- ✓ Moving with Children
- ✓ Non-Medical Counseling Brochure
- ✓ Pens
- ✓ Plan My Move
- ✓ Preparing for Your Move
- ✓ Sesame Street Little Children Big Challenges: Resilience
- ✓ Sesame Street Talk, Listen, Connect
- ✓ Single Service Member Programs
- ✓ Spouse Education and Career Opportunities (SECO)
- ✓ Tools for Your Best Mil-Life

Download the Military One Source app on your device.



Hold your camera over the QR code to access the ordering link.



# DoD Military Outreach Initiative

**\*Low/No Cost YMCA/Private Fitness Center Membership & Respite Childcare**



Open the camera app on your phone and hold it over the QR code to access the link.

In partnership with the Armed Services YMCA (ASYMCA), the Department of Defense is proud to offer 6-month gym memberships at participating YMCA's and Private Fitness Facilities nationwide. In addition, they also offer respite childcare at many of the YMCA's. Contact your local YMCA to confirm if they are a respite childcare participant.

For YMCA or Private Fitness Center Gym Membership: Request the "Membership Application" and "Independent Duty Station - Command Form" from your RS S-1. Submit completed forms to your RS S-1. Inquire with your YMCA/Private Fitness Facility about low/no-cost membership for families.

For Respite Childcare: Ask if your YMCA participates. If so, fill out the "Respite Child Care Application" from the QR code above then submit it directly to your participating YMCA.

The RS's have pre-designated YMCA's and Private Gyms. Your RS S-1 will be able to tell you which facility is designated for your RS/RSS/PCS.

\*Some costs/fees may apply, see your RS S-1.

- ASYMCA can only provide a maximum payment of \$50/month for single memberships and \$70/month for family memberships
- Service members/families are responsible for any additional fees/charges which exceed the maximum rate for single/family memberships
- Service members/families are responsible for any initiation/joining fees, maintenance fees, processing fees, etc.