



# CITEMAR 6

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SPECIAL VALENTINE'S ISSUE 2017



# Editor's Note



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Indeed, love is in the air as they say, but as we join the multitude in celebrating the season of love, your Philippine Marines just like any ordinary being, is embracing the wholeness of its very meaning. Regardless of how this valentines season originated, the important is to treasure the quintessence of the celebration which is more of demonstrating the highest form of love or the brotherly love. This love has been tirelessly shared by every brother Marines in their service for the nation. It would also be nice to recount the tremendous sacrifices their spouses have undeniably shared to every battle won or every major accomplishment succeeded through their courage and strength that pushed each Marine warrior to aggressively perform their mandate. Their spouses are the wind beneath the wings of every Marine to continue to move forward. So, in this timely occasion, we will present this CITEMAR6 - February issue as a collection of real stories from the heart of our Marines of their selfless service as well as the account of their ladies as a living testament of the essence of valentines."

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**COMMANDANT**  
**Philippine Marine Corps**  
 Marine Barracks Rudiardo Brown  
 Fort Bonifacio, Taguig City



**My Marine sons and daughters,**

The Marine Corps is now in the crucial episode of the final chapters of becoming the AFP's Premier Force in Readiness and the Nation's Force of Choice. As Commandant, I am confident that we have already forged the credible foundation that is hardened by the sacrifices of our forebears and the monumental actions of Marine heroes. I acknowledge that the changes and transition will be without trials and tribulations. But we must relentlessly pursue traversing our roadmap. Despite the oftentimes perilous journey, we must remain inspired by the achievements of our heroes. We must also derive inspiration from the love and devotion of our families against the continuing challenges of our future.

As the father of all Marines, love and devotion must be at the core of the observance of the month of February. February comes from the Latin term februum. It is in this month that they perform their Februa or the so called purification. In this modern day, it is in this month that we celebrate Valentine's Day which

symbolizes cleansing and purification of ourselves and our love not only for our lifetime partners but also for God, country and its people.

Marines, let us renew commitment to our Marine family. Love for God must remain as the center of our faith. Life is in vain if we don't have faith in our Divine Being. A Marine life is not but full of challenges. Our mission often places Marines in harm way, but because our faith and loyalty are firmly anchored on love, we are able to prevail and we will remain strong. It is strong as our faith and our love.

The Love for our Duty to our Country and its people is our inspiration of our priceless devotion to the Philippine Marine Corps. Our selfless service and sacrifices amplify our love for the organization. In effect, the Corps continues to live and grow and contributes its noble share in defending and maintaining peace, security and eventually the sovereignty of our country.

Our Love for Ourselves and our Family are also at the core of our being. I took it upon myself to take care of the family of my Marine. I emphasize our esprit de corps in treating each other as one family. My Marines are my strength. I have heard them and I have learned from them. They make me a better person, a better Commandant. Their synergy will also make the Marine Corps an improved service ready organization. Our dedication and devotion to the Marine Corps are the best expression of our love for God, our country, and our family.

My dear Marine sons and daughters, our front line is only as strong as our home front. Honor, Service and Valor remained as our strength as a Marine Corps because our core values are firmly anchored on our Love for God, Love for our Duty to the Country and Love for Ourselves and our Family.

**ANDRE M COSTALES JR**  
 MGEN AFP



**DEPUTY COMMANDANT**  
**Philippine Marine Corps**  
Marine Barracks Rudiardo Brown  
Fort Bonifacio, Taguig City



My warmest greetings to the Philippine Marine Corps as we celebrate the month of love!

We know that the driving force behind our usual stoic front and brave stance in the battlefield is love – love for our country. Nothing compares to how we valiantly do our duty and how we demonstrate resiliency in overcoming adversity. As we sustain the fervor and commitment to serve, let us continuously improve ourselves by demonstrating strong and ethical leadership, responsive innovation, and sound judgement.

As this month comes to an end, let us also express our deepest appreciation to our Commandant, MGEN ANDRE M COSTALES JR AFP, who selflessly served our Corps with utmost love and passion. He steered the Corps on high ground and introduced reforms founded on character, wisdom, competency, and will.

I enjoin the men and women of the Philippine Marine Corps to follow suit and sustain our faithful duty to love and serve our country.

**ALVIN A PARREÑO**  
BGEN                  AFP



**COMMAND SERGEANT MAJOR**  
**Philippine Marine Corps**  
Marine Barracks Rudiardo Brown  
Fort Bonifacio, Taguig City



Family is the greatest gift of life. It means much more than having like-minded people around who love you for what you are. Having a family gives us the strength to overcome life's challenges and draw inspiration from each member.

There are times when we feel incredibly indebted to family members for helping us tide over difficult times and encouraging us to achieve new milestones. Often we fall short of words to express our feelings for our family members.

To be in-love is indeed a magical experience. The feeling of being in-love with someone is priceless. Being in-love makes people expressive as it kindles the desire to pour our hearts out to that special person.

Be it the fleeting minutes of romance that you had with your beloved or those special moments of emotional connection that you felt with your partner, every fond memory that you create goes on to last forever.

Again Happy Valentine's Day MARINES!!!! Always value those who have always been there Uwahhh!

**SMS VICENTE V SALCEDO PN(M)**  
Commandant Sgt Major, PMC



**COMMAND CHAPLAIN**  
**Philippine Marine Corps**  
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## **PRAYER**

Almighty and ever loving God, source of and fountain of love, we commend to You the family of our Marines and their household. Guard their hearts while they are far from their loved ones as they lived their mandated duties and responsibilities and bless them with moments to cherish when they are together with their family. Hold them together in your arms by protecting the sacrament of marriage and sacred pillars of family life. May you always reign in their hearts that motivates the love for each to grow deeper and deeper every day. Lord, hold these families of your Marines. May they look to You for the strength and peace that only You can give and find rest in the shadow of your wings.

Amen...



# Reflections of Marine Spouses





***What do you think are the activities that the Command should administer in order to provide you opportunities to understand a little bit more about what your significant other does?***

Command activities are important venues to expose us to the military world. It is the best opportunity for us to meet other spouses and be acquainted with them so that our horizon will be broadened and our perspective can be widened. Attending to these activities should be a duty that has to be done by spouses to show respect and support to their loved ones in the military at the same time learn their culture, traditions, and way of life.

***Would you consider it an honor to have personally experienced knowing and loving a Marine? Why?***

As a wife, it is not just an honor for me to have a Marine as my husband and partner in my life. It is the greatest blessing of my life to have him and grow old with him. It is not easy to have a Marine husband who is so much dedicated to his work, but he is a kind of a family-loving man who, despite of his hectic schedule, ensures that at the end of the day, he spares a time for me and for our daughter, Sofia Mae.


***How do you help forge a bond between your military spouse and your child to be able to strengthen your family?***

MAJ GEN COSTALES, as you all know, is a hardworking Marine Officer. He wakes up as early as 3:00 am everyday which is the sleeping time also of my daughter, Sofia, who also works 'on line' at the same time having her ballet rehearsals and performances. Connecting or meeting the schedule of these two is quite challenging hence every time we see opportunities in their schedule we really grab it and have family bonding. Especially during Sunday which I consider as family time, we see to it that we go to church together, eat together and watch movies together. These are just simple activities that strengthen our bond together as a family. I believe that no matter how hectic the schedules of the two, they spare Sunday as their time, as their moment for our family.

**Anelie Costales**







My husband and I were introduced to each other by the Cenabre's. Jean Cenabre is a friend of mine while Sir Jojo Cenabre was Alvin's CO in the Force Reconnaissance. We started out as good friends. He was one that I could truly rely on when I needed him. Even back then, I considered him to be my confidante. I was able to tell him about anything, and trust him with everything. He was also my tennis instructor, but he failed on this aspect because I didn't pursue tennis. It was when we were already married that he introduced me to badminton, and eventually, running. In our free time, we would watch movies, play badminton, or run together as a date.

Before anything else, a spouse must be able to accept and know what kind of life she would be having when married to someone from the military. I believe that the command should encourage the spouses to visit their husbands in the area because this will help the spouse understand the situation of the husband. If visiting the area is not possible because of security reasons, make the spouse attend a ladies group as her support or accountability group. Through this, she will be able to understand how it is to be a military wife. We are lucky now because of technology since communication would no longer be a problem. We can chat, text or call anytime we want. Lastly, if it is only possible, the command should ask for the involvement of the spouses in the CMO activities of the unit of the husband.

### Anna Parreño

While I take pride being a wife of a Marine Officer, I am also cognizant of the huge responsibilities which require me to be a "superwoman". Parenting is a challenge when you are raising active kids alone most of the time. For a working mother, juggling too many roles would sometimes affect the "bonding moments with my husband but I am glad that having a very stable job, I am able to support my husband, in a way keeping him grounded.

### Bing Ronatay

Being married to a military officer is not easy. A Marine Officer as a husband is too much to handle specially so with someone like me who came from a totally different life as a civilian. I had no background whatsoever with the military.

My first exposure to the life as a wife of a military officer was when my husband decided to let us feel and experience how it is to live a life of a military family. He brought us, (myself and our two (2) children) to live inside camp in Sangley Point, Cavite City way back in 2004. It was shocking at first to live away from my comfort zone, away from my parents, far from my friends and everything that was familiar and comfortable. I had no idea, not even the slightest inkling how challenging is the life of a military wife and how difficult it would be. Throughout the years, I learned how to be tough, firm but flexible and gentle as well. Every time duty calls and requires my Marine husband to leave and be away, the best thing I could do is to pray for him, focus on our family, keep our home intact and take good care of our children.

Our marriage is not a straight path. It is a journey full of obstacle, humps and bumps along the way. It is not perfect but we trust God to work and take in control of everything. As a wife, I hold on to this verse: Ephesians 5:33 - "Wife must respect her husband" and he holds on to this verse: Colossians 3:19 - "Husbands, love your wives and do not be harsh on them..."

I learned to embrace and accept the fact that loving someone especially a Marine Officer means to sacrifice and be selfless. Loving is demonstrated not only during easy and happy times but will be tested during the hard and harsh days of married life, on days spent far apart, on days that we wept together over hurts and trials. Loving for a lifetime includes pains, laughter, happiness, disappointments and trials. It is not a walk in the park but at the end of the day, I must say, it is worth living.

### Ernalyn Lumawag

To many this could be passed on as a joke, but, for me, as a Marine wife, I take this seriously.

Now, don't get me wrong. I'm not saying this to demean our husbands. On the contrary, for me, my husband and his comrades in the Corps, belong to a different breed of men! They are the fiercest, the bravest and the most stable people I have ever seen under pressure. And it is because of these traits that I, as a Marine wife have become strong, fierce and brave in facing all the odds that came my way.

Throughout my life, I have had several jobs and careers. I was once a disc jockey, a flight attendant, a TV news anchor and editor, and a nurse! In between these, I became a wife and a mother. I must say some of the jobs I had were quite challenging, some were a breeze. But the most challenging "career" I have had was being a Marine wife! This was when I mastered the tasks of multi-tasking and multi-role playing.

Being there for my three children 24/7/365 was not easy. The physical part was manageable, but the emotional, mental and psychological aspects of rearing them were sometimes exhausting. To top this, I also had to be physically and mentally ready for my husband whenever he needed me. I was his friend, partner, confidant and morale booster. I happily cheered with him when he and his men accomplished their missions, and I cried when things did not go well in the battlefield. Throughout all the ups and downs, I kept a steady demeanor of being composed and unaffected. Though at times crumbling, I had to show my husband, I was alright. I had to be strong for him and our children. As a Marine wife, I had to keep the fort!!

Yes, as a Marine wife, I can say I have the toughest job in the Corps. And I'm proud of it. Oooohwraaaaa!!!

**Irene Sabban**

Being a Marine wife is not easy. It takes a lot of responsibility, bravery, complete trust, understanding and an unconditional love. Even before you love to marry a Marine you have to be fully prepared of the responsibility that you will carry along the way. You have to accept the fact that in every duty / operation, you have to be strong because there is no assurance what will happen. All you can do is to pray for their safety and think that what they're doing is for our beloved country.

**Ma. Ellen Gabor**

Most of the Marines are assigned in far flung places and islands with fluctuating internet and cell phone signals. There are times that even sending simple greetings is a great challenge and a struggle in their day to day living. Celebrating special days like Valentine's Day is one of the most ignored days when you are in a military and you are away from your loved ones. Sometimes, you just pretend that there are no holidays so you would not feel that you are alone and lonely.

Marines are said to be tough. Yes, they are. They have been through various battles. They fight ferociously sometimes ignoring their personal safety and devote most of their time to accomplish the mission given to them. They are likened to a warfighting machine in one of the Marine chants that they sing. However, they are humans, too. They have emotions, expectations and frustrations. They also have to feel that they are loved and taken care of by their family, by their comrades and by the Command. As they feel their self-importance and they feel that they reach their self-esteem, they are able to do the things that are expected of them.

As per military leadership book always reminds us, a leader and commander has to balance between mission accomplishment and morale of the troops. It is a must they have to be pushed to the limits of their skills and abilities as Marines but after sleepless nights and after the salty boots have been cleaned up, a pat on the back lifts up emotion.

This Valentine's Day, even if our Marines could not go home with their loved ones, let them feel the essence of this special occasion. Let us extend our love and prayers to our brother Marine brothers and sisters and be like Cupid who works to strengthen the bond of families and strengthen the unity among comrades.

**Maria Rowena Dalmacio**

As an Army Officer and a wife, I too have a fair share of the seemingly struggles a military couple experiences. During the first year of marriage, admittedly, it was really a pain in the ass since we were assigned to distant places apart from each other. There were instances of coming up to the verge of separation due to rubbish quarrels. It was tough, despite others saying we should have already understood the nature of each job but I was hesitant to accept it. Over the course of time and with all the happenings and teachings we had encountered with other military couples' experiences as well, we both have decided to assess ourselves of our situation, about the way we should handle our relationship given that we had this kind of job that demands most of our time. Personally, I reflected and realized that for our relationship to prosper, we need to have a teamwork not just something that can be applied at work but also in this personal situation. That we need to give and take. That if he is busy or if he has tasks that I can be of help to him, I should do it for him in the same manner that he understands the demands of my work and supports whatever that can edify my strength as a woman. That if we're in the heat of battle, or one has begun to morph into a nearly unrecognizable person, the other should calm down to get rid of full-scale big fight and to avoid major damage in our relationship. That pride has no space between us since we are already one. That we need to respect each other's choice and decision. Reciprocity, in all matters is somehow the wisdom I've learned in our marriage. And beyond all these pointers, is the belief that only God can make everything fall into its proper places. I am without a doubt and regrets of having a Marine husband for I know that he is a gift from God, if he wasn't, God would have given him to others. Lucky me!

**Grace Joy Donque**

During my childhood years, I spent endless summer months in Baguio visiting sights identified with the city including the military academy. My cousins who were my constant companions during those times were so enamoured with these cadets roaming the city dressed in their so familiar well pressed grey pants and grey jackets, with their military cut hair and their clean sleek look; but not me... Fast forward... In my young adulthood, I met a dashing Marine Lieutenant and was immediately impressed at how at that young age, he seemed to be full of wisdom which, perhaps, emanated from his experiences in handling people and assignment in combat areas. I was lucky to marry this fellow and embraced the life of a Marine wife, playing a supportive role in all his endeavors. I saw his ascend to the ranks and how he managed to keep his feet grounded... After 21 years, our ride was not easy. Our growing family, most often, has to be contended with an absentee Dad, but thanks to technology, we can Skype, FaceTime and FB even in areas far from the Metro (telco signal permitting). However, it's never an easy feat. We had our share of humps, bumps, and rough moments, and our marriage remains to be a work in progress. Finding Christ during those difficult moments, we remain committed and supportive of each other. And at the end of each working day, hanging our work clothes, we become just two ordinary individuals, striving to raise two wonderful children to be responsible, God fearing, and productive adults in the future. I am blessed!

**Lyra E Blanco**

First of all, thanks to the Lord I got married to a Marine Officer, I'm proud being a Marine wife and accept the truth in every task given to him accompanied with risk then always pray for his safety and never neglect to give moral support. I am proud of him because he belongs to the most discipline unit of the Armed Forces of the Philippines. As a wife, be firm and ask for his protection because the job of a Marine is always risky.

**Roena T Punay**

There is a common understanding among all Marine wives that one of the best things we can do to make our man more successful is to support him in all his endeavours. And that is what I do best, to understand that his duty comes first, that family vacations will depend on his availability from work, that long hours and weekend work is to support our beloved country. It may seem an easy thing to do, but just like him, I have also decided to pursue a career of my own. Apart from being a wife and a mother, I am also fulfilling my dream as an Officer in the corporate world. With both of us in very progressive careers, the more that we have to be creative in thinking of ways on how we can be there for the family as much as we can strengthen our relationship more as partners.

**Ma. Lourdes Escobido**

We all know that being a wife is already hard enough, but I tell you it is much more if you are a Marine Officer's wife. Most of the time you are left alone while your husband is deployed in the operational area. You are expected to tend with the kids and at the same time keep a good house. I learned never to bother my husband with menial things so as not to disturb his focus with his job. I am just thankful that the Lord Almighty was always behind me and has kept everything in order for us. It's a hard life and it's not for the faint-hearted. But I love my husband and I love even more his passion for the military service. My heart feels proud as his eyes twinkle every time he tells stories of how his unit was able to help people in the far-flung barangay in his area of operation. Every time he does this I would understand the essence of my role in his existence in this world. If ever I would be made to go back and choose again, without batting an eyelash, I would gladly take this kind of life again. It's worth it.

**Monaliza Adecer**

I'm a proud daughter of a retired Marine. My Mom raised five kids while our papang was gone for months at a time...Nakita ko ang hirap na wala sya lagi. Because of this, my sister and I swore we would want nothing to do with the military. Apparently we're both liars dahil sundalo mga napangasawa namin. But kidding aside, para alagaan ang long distance relationship, communication is the key. Constant ang communication namin ng aking husband. We are lucky with the advent of technology, we can easily bridge the gap by exchanging calls and loving messages. I usually text muna then wait for him to call when I have to discuss something important. kami ng mga bata, we eagerly wait for his return... each R&R, each break, or uwi nya for official business. We make plans agad para we have something to look forward to.

What sustain us is the trust we have for each other... Hindi kami nagbabantayan. Hindi ako pwede basta na lang makinig sa chismis. Dapat kumpiyansa ako na he knows what is right for his family. Dyan din pumapasok ang prayer. Since malayo kami sa isa't isa, we pray for each other... We pray that he remains safe and he prays too na ok kami ng mga bata. When we got married, alam ko naman pinasok ko, so kahit medyo mahirap at lagi syang wala okay lang. Acceptance is important din... dumadali pag walang resistance. Kaya ang distance is never a big deal to us due to its positive value... Besides, doesn't absence make the heart grow fonder?

I will revert to my previous answer. I keep a better perspective by accepting my responsibilities as a Marine wife. Making decisions on my own is part of this... no resistance, I don't whine nor complain. I face the decision-making process head-on. My husband prepared me for this. He gave me the proper mindset to survive for the sake of our young family and he always leaves me with a great support system. Second, I believe he also gave me his trust. I know what he wants and I factor-in his preferences in any decision-making. This keeps my perspective fair and unbiased. Finally, I pray. Especially for tough decisions, I ask for divine guidance. For me, the pleasure of serving my family is indeed a blessing.

**Maritess Lazo**

The 24 years of being a Marine spouse has been truly challenging yet a very inspiring and meaningful life. It also complicated but yet made simple with the reality that married to an Officer Marine-warrior is both a pleasure and pride. It just needs one's total commitment to support him in all his endeavors as he fulfills his duty to serve God, the Country and Filipino people.

Parenting is the most challenging responsibility for me as a Marine spouse. In his prolonged absence due to deployment, one must assume the dual role of a father and mother to the children. You take the task as being the head of the family, the disciplinarian, the authority, the mentor, etc. as the father would do, and being a mother who should be patient, understanding, compassionate, etc. Over the years, you learn to do the chores that a father must perform while fulfilling your own responsibilities as the light of the family.

Being a Marine spouse, one should also be a good Manager. The modest pay of a military officer that provides the needs of the family requires good management of the spouse who is left behind with the family. She ensures that the basic needs of the children and the family are well attended to. Aside from the material concerns that needs to handled efficiently and effectively, the spouse is likewise expected to manage the physical, emotional, psychological and spiritual needs of the children especially while growing and coping up with the absence of a father figure. But most importantly, one must learn to effectively manage the sense of longing and emotions in the absence of her husband. It needs a strong commitment to stand by him and to be ever faithful despite all the challenges that come between your ways.

As I continue to be a strong, faithful and endearing supporter to my Marine Officer husband, I have overcome all the challenges of being a Marine spouse, as we have placed Christ at the center of our relationship and family. Prayers have made me strong, inspired and motivated to continue the role of a Marine spouse. Joining a religious support group in our community, the Brotherhood of Christian Businessmen and Professional have further strengthened me to accept the realities of the Marine family life and felt peace, contentment and fulfillment in my choice to be a MARINE WIFE.

**Monsie Conta**

I am a Marine wife... and it takes talent to be one. It is not easy because it entails a lot of sacrifice and understanding. At first I had to do adjustments which eventually made me strong and a very independent woman. I had to do multitasking in his absence, aside from being a wife, I have to be "a dad and mom" to our children, do a little of plumbing, carpentry, be a counselor, caregiver, teacher, career- woman rolled into one. It was really a learning process on my part. As a Marine wife, it is important to live always with fidelity and must be morally upright and trustworthy so as not to cause mental anguish and emotional turmoil which can affect or distract his job.

The more I became closer to God for ardent prayers for his safety and protection whenever he was assigned in far flung areas for active missions. There are times when I really needed a shoulder to cry on and a sounding board when I was down but I just had to accept the fact that "The Motherland" is his priority. It pinches my heart a bit but there is nothing I could do with that reality. My only consolation is that, I am and his children, his priority in his heart and soul. My husband is a Marine Officer... COL. Bob R. Apostol.....and I'm proud to be his wife.

**Conrada Apostol**

I am a Marine wife and I will be honest there are times when it is hard. Living on base does help though. It helps mainly because everyone around you understands what is going on. There are tons of different things to do to keep you busy. The Marine Corps is like one big family and everyone takes care of each other.

You are alone for months at a time with only your child to talk to when he was assigned to a far flung area. It's like being a single parent until he comes home for R&R and just steps right into the life you've arranged while he's gone.

**Diwata Tammy Bundang**



Our love story is no different from others. We started as friends and even confidants with each other. More than 30 years ago, here comes a PMA cadet visiting our house going with my foster brothers. Being with my foster brothers always, he was adapted to be one of our foster brothers. (He became my official foster brother during his second year.)

At first, we shared jokes, then later, I found myself seeking his help to teach me in my academics. He has the wit and humor that every female can easily fall to. He has a positive outlook in life which I admired most.

Unknowingly, I found myself falling for him and on my 21st birthday, our love started. Being a kaydet girl, I obliged with the rigors of limited visitation, limited communication and sometimes, limited time due to his duties. Having known a lot of PMA cadets before him, I easily understood his situation and continued to give my unconditional love.

It was in December 1989, few months before his graduation, when we decided to settle. Since he cannot attend to the requirements of our wedding, I was the one who made most of the tasks. And the day came, a day after his graduation, on the 19th of February 1990, we exchange vows in St. Joseph Church in Baguio City. As other woman's dream, this was my dream..... to wed in church.

I thought that being a wife of a PMA'er is full of colors and splendor. Maybe, at first, when he was in his basic schooling in Cavite City as a young Ensign but still, the distance slowly gave its unpronounced way of longingness. After his schooling, I thought he will join the Coast Guard but to my surprise, he volunteered to be with the Marines!

It was the hardest time when he bid goodbye for his first assignment – Basilan Province. I was pregnant then with our first child and I felt that being a Marine wife is not that easy. Those were the times when the situation in Southern Mindanao is not so safe. But it is my husband's chosen profession, I had to give in and just gave my prayers for his safety.

Well, those were the sentiments, being away from my Marine. Luckily or unfortunately, he was wounded and he was given to chance to be assigned in Marine Headquarters. My husband had a roller-coaster career maybe due to his being vocal and idealist. But what I admired most was when he made a choice not to be assigned in far-flung areas just to be near to us. (By the way, I stopped working after our first born since he was always away during our first few years as husband and wife.)

Our years of love built a strong family with three children. Being a full time housewife, I always attend to the needs of my children. I thought that I could have a partner day in and day out since my husband was assigned in headquarters, but I was wrong. He has the passion to his work and had that sense of responsibility in whatever task was given to him. Though how busy he was, he made sure to bring our children to their respective schools. That's the bonding he made with our children.

As years passed by, the bonding we do in our family is a concerted effort. During my children's younger days, I saw to it that all of us will have our dinner together. I prepared the table for all of us and enjoyed talking with each other. During Saturdays, we attend the anticipated mass. Once a month, we go out of town depending on the agreed place. One good thing with my husband is that, he never goes out during weekends. (He never played golf, instead, he stays in the house with us.)

Now that our children are grown-ups, we still do the same whenever everybody is around. I never regret leaving my work since I saw the fruits of our sacrifices. Our children are the most important possessions to us and my family is my treasure. I never felt the hardship of being a Marine wife maybe because my husband is very supportive.

As he always say: "Mission first, family always." I am gratified to have a Marine husband and a Marine environment.

**Ma Corazon Palma**

Just like everyone else, being married to a Marine has its ups and downs. Some may think that being a Marine wife is more difficult than other wives out there, it really depends on one's perspective. You just have to learn to live and cope with whatever situation life throws at you. In my opinion, the only major difference in us Marine wives being compared to others is that our husbands are in the front line, and fighting first hand. Not knowing where he is or having constant communication and fear that he might get injured or could be killed in an ambush or encounter is what I dreaded the most. Everything else I can take. His absence during family gatherings, birthdays, graduations, anniversaries just takes getting used to. I still get worried whenever I don't hear from him for a couple of days but I am still very fortunate that my husband Charles does his best to find a way to get in touch with me no matter the distance.

Aside from coming up with ways to keep your romance alive from a distance, and thinking of new surprises for my husband, Charles, what I enjoy the most about being a Marine wife, I found out just recently when we started living in camp 5 years ago. Being with other Marine wives, helping each other when the husband is in the area and building friendships that would hopefully last even when your husband is not in the service anymore is what I like most. These ladies have been through more or less the same situation as I did. We all have different coping mechanisms, and it does help to have someone there who understands what's going through your head when husbands are away. Life is fleeting. Take what it gives you. Good times won't always be around and so will the bad. I savor every moment because life is short and before I know it my time as a Marine wife will be over.

**Celina Gaerlan**

If the Marines have the phrase "Semper Fidelis" as their motto, a woman, wanting to survive being a Marine wife has to live up to the phrase "Semper Gumby." This phrase which means "always flexible" is vital to survival of Marine couple because there is nothing fixed in the marriage except the man himself and his faithfulness. I have experienced in my sixteen years of being married to one of the "few good men" the clichés of acting as a single parent on many of my children's milestone in life, solving household situation such as malfunctioning appliances or car, and relying on the pillow for comfort at the end of the day because of the schedule of his return from the area has been changed by the hands of circumstances. There is nothing "normal" in Marines life and to be their wife means being dragged into their "abnormal" world. Among the myriad backwardness not being able to come home for long periods of time and not being able to come home on scheduled time was my struggle. It gave that feeling of being the last priority which was an insult for me thinking his love was not enough or that I had lost his love and he found new one. Made me pity myself thinking I'm not beautiful enough or presentable enough worthy to be called his wife. This has become the source of our misunderstanding, lack of peace in our togetherness which affected him negatively too. But I refuse to see that negative effect on him, I refuse to see back then how my being non flexible contribute to the crack in our relationship. Fortunately, I guess, I married a very prayerful man loved by God thus we were given the blessed opportunity to prove to each other that part of the marriage vow "in sickness and in health" when I got sick but survived leukemia and leaves no one behind, he did not leave me rather he struggled with me and for me.

I have a lot of things to say when asked about my marriage to a Marine Officer, but the space allotted for me is limited. Ours is a marriage that is whirlwind but not romantic. We were a product of new technology as we were one month "textmate" before we met. We dated for the next one month, and then secretly married the third month. Yes it's funny. He is Marines, indeed. I hope there will be time to tell this sometime as my last line is the last question, how do I keep the marriage? There is no formula to it, but what WE do is give each other freedom to become what we want to be without forgetting that we are committed to each other. Lastly, we take it upon ourselves that if we are to choose between God or one another, WE WILL CHOSE GOD.

**Maria Ella Cabanlet**

## Marine-Wife Marine

The 13 years and counting, of marriage plus the two years of BF-GF period has been one of the most rewarding and fulfilling years of my life. Being a Marine wife and a Marine myself, I should say that ours is not a bed of roses. 13 years may not be a lot yet, but we had our fair share of ups and downs. We planned everything that we identified to be our priorities. We raised our daughter and built our home. We were never spared from the usual matrimonial differences since we are two different individuals, reared and brought up differently, with different cultural backgrounds but committed to one mission – to be each other's wind beneath the wings.

Personally, I am a woman of commitment. I do not commit if I am not prepared/ready or if I discern not to. In our marriage, I am committed wholeheartedly, no ifs, buts and whys. Just as love begets love, so is trust. In any circumstance, trusting and keeping that trust has always been one of our priorities.

As his wife, I submit to my husband. In everything we do and in any decisions we have to make, he listens and hears my side, we weigh things together, and he decides. Submission does not make me less of a person nor make the other greater or superior. In marriage, submission is the highest form of courage, because it is only in submitting that one embraces the peculiarity and uniqueness of the other which will eventually strengthen one with the other.

I also have learned to compromise and always make time for each other. Being in the service, we don't own our time but it is flexible enough to find time. It doesn't matter how long or where we have spent it, as long as it well spent. From time to time, we sneak in some quality 'us' time. When he is assigned in the operational area, I take on the duties as father and mother to our daughter. When I am not around, he does the same thing too.

I remember during one of our appearances before the Promotions Board, we were required to submit an essay on what is more important to us, family or career. Unknowingly and without coordination, we had the same priority – family. Because we believe that if our family is properly taken care of, secured, and settled, we are and will be focused with our respective careers. We will be more productive, effective, and efficient. As an advice, we should always take care of our family, because at the end of the tunnel, it is always our family whom we return to.

Over and above my usual responsibilities as a Marine officer, a daughter, a sister, a friend, a senior, a junior, a contemporary, a student, and everything else in between, I am a mother, and above all a wife, a happy and contented wife. And I want the whole wide world to know that I am proud to be Mrs OLIVER BAYLON. That I am committed to be his lifelong wife, friend, soul mate, partner, secretary, driver, roadrun buddy, and everything else that I am and was for the last 16 years we have been together and the next infinite years to come.

**Rotessa Baylon**





# PMCOSAI 2016

By: Emelyn Lumawag

The year 2016 had been generous and kind to PMCOSAI for allowing the organization to fulfill its goals specifically to support the Philippine Marine Corps and its activities. The year presented the organization a number of opportunities to help and be of help to others specially the dependents of Enlisted Personnel through the PMCOSAI's fund raising projects and relevant activities. Let me enumerate the activities and accomplishments of PMCOSAI for the year 2016.

PMCOSAI had its General Assembly last January 23, 2016. It was a non-election year for PMCOSAI. We invited Mrs Cristina Juan as our Guest speaker and she talked about the topic, Military Wives: Trepidations and sharp curves and dwindling roads. Ma'am Leni Valdez also took the time to share her thoughts about the realities of being a Marine wife.

In the first and second quarter of 2016, PMCOSAI organized a series of health campaigns with our then adviser, Ma'am Leni Valdez, a nurse by profession whose main concern is to educate the men and women of PMC and their families. We had our first AIDS Awareness seminar at the Acero Hall last January 16, 2016. Another AIDS-Awareness seminar was conducted last Feb 5, 2016 at NAVRESCOM and on May 12, 2016 the Cervical Cancer Awareness Seminar was conducted at MCTC building with Glaxo Smith Klaine as the sponsor. We all know that every woman is at risk of having cervical cancer, so the power to protect and to prevent is in our hands. Screening is highly recommended. I am sure we all share the same belief that "Health is Wealth".

One of PMCOSAI's significant fund raising activities is a film showing where the first screening of the movie ICE AGE was held at Metro Market Market last July 26, 2016. The proceeds of the film showing activity supported the Educational Financial Assistance (EFA) Program of PMCOSAI to qualified dependents of enlisted personnel and to support other relevant projects. PMCOSAI's EFA had its first cheques released for the 1st Semester of the school year 2016-2017 last July 30, 2016. After the General Assembly, we will be releasing the cheques for the 2nd semester of the same school year.

Last August 13, 2016, our newly renovated office located at MCTC building was blessed and we really appreciated our sponsors who contributed to finish the project; Ma'am Maricor Guerrero, Ma'am Vicky Villasan and N10. Thereafter, we also had the send-off party for Ma'am Leni Valdez at CPMC residence. Her passion to educate and care for the PMC inspired us to do the same.

PMCOSAI, with Ma'am Anne Costales, joined the CPMC and staff in welcoming Pres. Rodrigo Duterte last September 2, 2016 the Acero Hall. It was an opportunity to meet and greet the new President of the Philippines.

One of the biggest among the PMCOSAI's projects is the PMC marathon where we had the chance to partner with PMC and Front Runner Hardcore Group. Ma'am Anna Parreno was our event overseer. All the proceeds of this project were devoted to EFA. By doing and pursuing this project, this writer may say that PMCOSAI's heart longed to support and serve our beloved Marines in anyway we can. With our enthusiastic and ever cool

## PMCOSAI ACTIVITIES

adviser, Ma'am Anne Costales, we joined the run, we finished the course and we achieved our goal.

In support to the PMC and all its activities, PMCOSAI witnessed the momentous cake cutting ceremony held at the JURADO Hall last November 7, 2016. A day after, the Marine Ball took place at the Acero Hall. The event was attended by Marine Officers and their ladies. It was a great night celebrating the Marine Birthday with our heroes. An affair worth remembering.

Last December 19, 2016, the 1st Marine Brigade under BGen Alvin Parreno, sponsored a Run-For-Peace activity and PMCOSAI flew to Lebak to support and participate in the said event. Being with the Marines and running with them in the Area as far as Lebak, was an experience to cherish in our hearts always.

Before closing the year 2016, PMCOSAI had their Christmas and Thanksgiving party last December 10, 2016 with CPMC and some of his Staff. It was a joyful moment of celebration, gift giving, laughter, good food, music, and friendship. We capped the night with a smile on our faces and left with a grateful heart.

Last December 15, 2016, PMCOSAI joined the CPMC and Ma'am Anne Costales during the visitation of Marine patients confined at the different Military hospitals in Metro Manila and Cavite Area. This shows how the CPMC looks after his Marines in times when they needed his care most.

PMCOSAI also sponsored a photo booth and face painting during the celebration of Family

Day last December 17, 2016. This was an activity enjoyed by Marines and their dependents.

Last activity for the year was done last December 26, 2016 where PMCOSAI, represented by Ma'am Anna Parreno and Mrs Dimple Santos joined in the Manobo outreach to Barangay Hinalaan Sultan Kudarat with the Commander of the 1st Marine Brigade, BGen Alvin Parreno.

PMCOSAI' held its first important activity in 2017 with CPMC and his Lady, as the Commandant visited 3rd Marine Brigade, 4th and 12th Marine Battalions stationed in Palawan. last January 31, 2017, the CPMC, MGEN Andre M Costales Jr AFP and his party, together with the PMCOSAI conducted a CMO activity in NARRA Elementary School, Minara, Roxas, Palawan in close coordination and partnership with 4th Marine Battalion.

On February 2, 2017, PMCOSAI joined the 12th Marine Battalion in the distribution of books, school supplies, soccer balls, and medicines to the teachers and students of Pinitian Interior Elementary School, Sofronio Española, Palawan.

Looking back, PMCOSAI had "BLESS" as its goal for 2016. Now, let me give you "HEART" as PMCOSAI's goal for 2017. Since we all love PMC we should have a willing

H – Heart to serve with all honesty; give our  
E - Endless support to the Corps and its Leadership;  
A – Achieve one goal by showing  
R - Respect and Love to one another and  
T - Trust each other's capability to perform and deliver with a heart.



# PMCOSAI: 2ND PMC MARATHON 2016

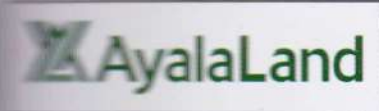
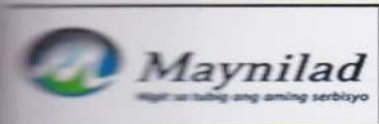
By: Anna Parreño

The Philippine Marine Corps Marathon (PMCM) started with a dream – a marathoner's dream of having the US Marine Corps Marathon in Virginia, USA. This dream, along with PMCOSAI's dream of organizing a marathon to show its support to the Corps, inspired this marathon. In 2013, the idea was brought up to the PMCOSAI and was later approved on by the Board, but it was only until 2015 that God aligned everything to make this dream come true.

The PHILIPPINE MARINE CORPS partnered with the PMCOSAI in order to launch the first Philippine Marine Corps Marathon (PMCM) November 15, 2015. It was our passion for the sport and our desire to support the Corps which helped us in making this event work. This event gave us a net income of P 626,969.75 for PMCM2015.

Our thrust for last year's PMCM2016 was perfection. We made sure that we learned from our past lessons, in trying to bring PMCM2016 to another level towards perfection. PMC handled the operations while PMCOSAI took charge of the marketing and financial aspect of the PMCM2016. Our target for the number of runners was 2000, and our goal for the net income was 1M.

Letters of solicitation were sent to prospected sponsors in March 2016 and series of meetings had happened. We scheduled a media conference on August 18, 2016 and the registration started on August 22, 2016. The advertising side of the event was a collective effort of the PMC and the PMCOSAI. Frontrunner also contributed a great part of their expertise on this event.



**Bantog, Dymphna**  
Marketing Support Specialist II

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## PMC MARATHON



If I would be asked to give one word that would best describe PMCM2016, my one word would be "SUCCESS". Success is fulfilled because of unity, and unity is achieved because we're all constant in our purpose to help "better the lives of others" and help & uplift the lives of the Marines and their dependents, especially the wounded. The PMCM2016 team was committed to carrying on their task without complaint- giving their best efforts not to make any mistakes and bring the event to perfection. All of the units involved always asked of their concerns regarding their tasks to avoid an oversight.

The team's commitment and dedication did not only make PMCM successful but also focused and aligned the activities of the Corps to the marathon. Most importantly, PMCM2016 was closely-monitored by the CPMC MGEN Andre M Costales Jr, AFP and that made a major impact on the involvement of all Marines. We believe that PMCM is the Marines' property and that we were just there to supervise and support it. This is because it is expected that we should patronize our very own.

PMCM is already known to the running community because of the 105 Howitzer gun start, and the scenic uphill and downhill of the route. It is said that you would have to training order to complete the PMCM, and that has now become our standard.

With that, we're able to reach our target of 2000 runners' and 1M to be turned over to the command. For the information of everybody, 2209 runners joined our event and our net income for PMCM2016 is P 1,460,699.75. Truly, success is achieved and maintained by those who keep trying with a positive mental attitude alongside with God's wisdom and guidance.





# WHO'S WHO

at the HEADQUARTERS  
PHILIPPINE MARINE CORPS



— a look at their *Leadership Philosophies*  
and *Work Ethics* through their  
*Assumption Speeches*



# Change is already here!

## Assumption Speech of CPMC

August 24, 2016

### Amenities....

(Give Troops Tikas Pahinga.)

Every Marine Officer dreams of becoming the Commandant of the Marine Corps. However, there is a saying in the Marines that if your name does not end in the Letter "O" (Like Rudiardo, Rodolfo, Ponciano, Orlando, Remigio, Ang Pinakasigurado- Romeo Tanalgo) in the Philippine Marine Corps, your chance of fulfilling your dreams is very slim; Merely 17% or only 5 out of 28. But still I am inspired knowing that previous Commandants have names that do not end in the letter "O". LTSG Manuel Gomez, CDR Cesar Betita, BGEN Cesar Abella, BGEN Percival Subala and LTGEN Nelson Allaga were among the few. With this little hope, I persisted with my secret aspiration.

And so today, an Ilonggo from Bacolod City whose only hope then, for a decent College Education is thru PMA humbly stands before you as the 29th Commandant of the Philippine Marine Corps and proof that, your name does not necessarily need to end in the letter 'O' to fulfill your dreams. Dreams do come true!

In fact, I am not only the sixth of the 29 Commandants, Ako lang po ang nag-iisang Junior in the distinguished list.

Today, we shall not only witness a rite of passage. We also honor and pay tribute to MGEN Valdez and to all our past commandants who have all been exemplars of honor, service and gallantry. I promise to keep my remarks short to allow more time for MGEN Valdez to highlight today's sacred rite of passage with his valedictory address. I know Mrs Valdez is already excited to assume full time control of my Mistah.

But please allow me to express gratitude to those who pushed me hard to attain this. Let me also take this opportunity to issue my major policy guidelines.

Leading "Courageously Resolute" Marines is inspiring. The honor and prestige of leadership are humbling and the challenge is inciting.

It is in this context that I accept this daunting command responsibility.

I share this singular honor with my late Mother Emma who, as a single parent, made all the hard sacrifices to ensure the educational well-being of her only son and her daughter.

My gratitude is over-emphasized to the Commander In Chief and the previous and current senior leadership of the AFP for their trust and confidence. (Acknowledge Bong Visaya who is the first CSAFP ever to preside a CPMC change of command)

I acknowledge with pride the nine Matikas Marines namely; MGEN Remegio Valdez (Advance Happy Birthday) MGEN Valdez is the first Matikas who will come full circle with his Military Career. As he a civilian reported to this Marine Barracks in April 1, 1979, as a civilian he will leave this Marine Barracks as he retires today. LTGEN Tanalgo, Director Balutan, BGEN Cenabre, BGEN Hermogino, CSUPT Dolina, Rey Ocsan, Jess Fernandez for sharing the laughter, the tears and the memories of the good and tumultuous times the nine of us had together. We were the first to surge the number of PMA volunteers in the Philippine Marines then.

To the brotherhood of the PMA Matikas Class 85, and the sorority of the "Mas Matikas 85" – our Spouses, you know how much you have honored us with your presence. The original members of class 83 who are here today are taking a nostalgic return to the place where we started more than 30 years ago, the mess hall where we ate our first meal.

Let high me also give due recognition to my school family, the HS Class of 78 of UNO-R and their families. Madamo gid nga salamat, mga miga mag-tingo.

Pagbigyan nyo din po ako ng pagkakataon na batin at pasasalamatan ang aking Official and ultra-Official family: O/J8, PMA, Wesmincom, (Blanche Silvestre, Kathleen Tolosa, See List)

Ang sabi ng karamihan, "If you think it's hard to be a Marine, try being a Marine wife...and daughter". And so, I also dedicate this day to the two pretty ladies of my life – my wife, Anne and my only daughter, Sofia Mae- My 24/7 advisers! They are always there to brighten my day. They always remind me to live healthy, exercise control over my ballistic emotions and show mercy towards subordinates.

Let me also acknowledge my sister Inday Costales Sumalinog, husband Peter and her three lovely daughters.

**Sense of Urgency.** I have six (6) months to take on this challenge. However, I desire to make these six months more Mission-Focused, and Target-Oriented both to my Marines and the Marine Corps.

As I carry the burden of leadership, I have accepted the baton as the Marine Corps makes the final homerun towards the first horizon of the AFP transformation 2028 as well as the second horizon of the PN Sail Plan 2020.

Given the deadlines, we must be fully aware of the sense of urgency. I expect the Marine Corps leadership and my staff to share with me this burden of leadership as our team moves towards the homestretch. As members of my crew, you must concretize the solid foundation for our collective vision as the AFP'S Force in Readiness and the Nation's Force of Choice".

As I was looking from the outside and based on the unsolicited feedback that I received, the Philippine Marine Corps is in good shape as you have already been Raised, Trained and Sustained.

### **Where are we as the "AFP Force In Readiness, Nation's Force Of Choice?"**

My role now becomes crystal clear, to sustain your focus on the strategic objectives of what you have raised and trained. However, as we continue to navigate our roadmap, Compass bearings must first be determined in order to conscientiously assess our performance scorecards and ensure the clarity of our vision.

We may need to reconcile and synchronize the equations between our CSAFP performance scorecard and FOIC PN balanced scorecard in order to ensure that we remain focused on their strategic objectives and aligned with their initiatives.

I direct the conduct of "my scorecard refresh" to determine if our solutions to our "two levels up" scorecards are correct.

PRRD has mandated a very strong domestic policy. We need to comply with the marching orders of our Commander In Chief. But, we must also recalibrate our measures to sustain compliance to the Navy's vision of being Strong and Credible by 2020 and to the AFP transformation towards "A strong and sustainable AFP, contributing to regional peace and stability by 2022, World Class By 2028".

"Change is indeed, coming". The challenge of aligning our single vision to two horizons may seem insurmountable. However, if we all share the burden of leadership of our Navy and the AFP, we can achieve our aspirations for the Marine Corps.

Let us be inspired by Nelson Mandela who once said, "It always seems impossible until it's done."

**Commandant's Intent.** To accomplish what needs to be done, we must strengthen the solid foundation for a "**Mission-Tailored** Ready Force and **Adaptive** Force of Choice". We must be measured by our readiness to provide the Marine combat components (offshore and littoral) to the AFP strategic defense force by 2022.

My intent is simply "To continue our institutional actions on our vision" with focus on three desired approaches.

### 1. Professional Competence.

To acquire professional competencies both individually and collectively, we must sustain our investments in our most valuable human capital—the individual Marine. As we set our sights on tailor fitting our Marines for their mission, the equation shall be based on achieving cross domain synergy and consistent leadership.

**Cross-Domain Synergy.** The imperative is achieving cross-domain synergy of different war-fighting competencies. Leveraging on the strong abilities of different Marine components is key to this effort. Therefore, I direct my team to define mission essential tasks, the core MET and core Met-plus, design competence building concepts and implement complementing individual and collective competence training to synergize our talents and abilities.

**Consistent Leadership.** Being a Marine is a way of life. Professional competence must

be strengthened with consistent leadership at all levels. If needed, we must revive the strong-willed character, the undaunted discipline and the attitude of the lion-hearted warrior not only in our Officers but also in our NCO leadership as well.

### 2. Mission Success.

As a mission oriented organization, the accomplishment of our mission is not a multiple choice. It is the only option, the only choice, and mission success is the end-state. To achieve mission success, we strengthen our current capacity building blocks, but we must reinvigorate our willingness to sacrifice. We must continue to be inspired by the sacrifices of our forebears as we must continue to perform our mission essential task as the custodian of freedom.

**Custodian of Freedom.** We must remain as the custodian of the freedom that our forebears had courageously defended.

Let me quote a passage I have read in Facebook. "Freedom is free because it has already been paid for by the lives and sacrifices of soldier heroes". Our ancestors have paid the ultimate sacrifice. We continue to be willing to sacrifice for the freedom that shall remain without costs to our children and the next generations."

**Learn From Lessons Of Our Past To Win Tomorrow's Fight.** We must continue the "will to sacrifice" and be successful in our future fight. We must preserve our glorious past dignified by the selfless sacrifices of Private Acero, TSgt Yurong, 1LT FLORES and many others whose blood have sanctified our battlefields—Sulu, Basilan, Central Mindanao to name a few. Our generation must derive inspiration from fallen warrior ancestors. Their memories must forever be tattooed in our hearts, and etched in our soul so that we will never forget.

### 3. Capacity-Building.

Capacity building is defined as "The



development and strengthening of human and institutional resources". To attain this, we calibrate efforts to innovate and evolve to be mission ready and adaptable 24/7.

**Evolving To Be Ready and Chosen.** In the crucible we call the Basic School, Marines are forged by fire, sharpened by steel. But rust erodes forged steel. We must continue to sharpen steel infected by rust. We need to evolve to be always ready to our current and future mission. Evolving the standards in training, education and outdated operational policies is the focus area for Marine Corps planners.

**An adaptable and scalable component of the naval combat force.** Let us not also forget that we are a strong and credible component of the Philippine Navy. We provide the Marine Combat Forces that strategic defense commanders and Naval Combat Commanders must employ. Therefore, we must prepare and contribute the scalable and adaptive Marine maneuver brigades to Naval combat forces for territorial defense. These brigades are categorized into: the offshore maneuver brigade to the the naval defense force and the littoral maneuver brigades to the naval combat forces. These Marine combat forces must

be **"Ready and Adaptable"** for territorial defense missions.

The recently published "AFP Future Force Structure" approved and promulgated by the CSAFP clearly outlines our responsibilities. The 2013 PN basic doctrine (PNM1) is the capstone doctrine that will serve as fundamental guide to our actions.

**Conclusion.** My specific orders to these three approaches will be further amplified in my planning guidance. I am neither changing the rules nor writing a new playbook for the entire Philippine Marine Corps. But rather, I am ensuring that everyone understands what is important to the PMC, what the leadership wants this Corps to achieve and assure our senior leaders that we do not lose sight of their vision. We must be the "24/7 force in readiness of the AFP and our nation".

(Bring troops to attention.)

My Marines, I assure you that change is not coming! "Change is already here!." God bless the Philippine Marine Corps.

Mabuhay po tayong lahat.



**MAJ GEN ANDRE M COSTALES JR AFP** is the 29th Commandant of the Philippine Marine Corps. He has served various billets and positions in the Corps such as Platoon Commander of 46th Marine Company and Company Commander of 6th Marine Company of MBLT-6, CI Branch of MC2, Operations Officer of MBLT-3, Deputy and subsequently became the AC of S for Plans and Programs, MC5, Executive Officer and Commanding Officer of MBLT-2, Operations Officer, G3 of 2MBDE, AC of S for Personnel, MC1, Group Commander, Marine Security and Escort Group, AC of S for Operations, MC3, Superintendent, Marine Corps Training Center, and Commander, 3rd Marine Brigade.



# Highest Quality of Service!

Assumption Speech of DCPMC

07 January 2017

## Amenities...

Good Afternoon, first of all allow me to greet the Presiding Officer, our Commandant Philippine Marine Corps and Ma'am Ann, the honoree for today, my upper classman, my friend, our friend BGEN Ballesteros and Ma'am Fe. And of course the members of Sandiwa CI '85 and their Ladies, our yearling and classmates of Sir Max *(pls rise)*.

To the members of Sinagtala class PMA '86 (Pls rise - led by our Chief Naval Staff, RADM GAV COLLADO and wife Beng, Bde Cmdrs Villasan, Parcon, Casem, BN Cmdrs and Unit Cmdrs, Central, Personal / technical of PMC, Senior Officers, other staff officers of HPN & PMC. other guest, Officers, men, women of the Fleet-Marine Team... of course to the Ballesteros clan, my running mate wife, Anna (pls rise) lovely, understanding, patient, kind but not very kind...sa lahat po ng narito PMCOSAI/ PNOWA salamat po sa inyong pagdalo.

Today we witness another milestone in both of BGEN BALLESTEROS and my career, I congratulate him for his graduation day and graduating with flying colors his military career journey will end on Tuesday (Advance Happy Birthday Sir) and my journey continue with this new designation.

I am honored and privileged to be afforded this trust and confidence by the Philippine Marine Corps to be your acting deputy commandant.

I take this humbly as a challenge as I am thrust into the second highest position in the hierarchy of the Corps, I know that the distinguished officers before me, including BGEN BALLESTEROS did their best to provide the highest quality of service and I now take this responsibility of doing the same, especially under the sterling quality of our good Commandant.

The AFP has just released a new campaign plan called the "Development Support and Security Plan Kapayapaan" which serves as the new blue print for how we conduct ourselves towards nation building.

Building on our achievements, we take on the high ground for improved military operations, a strengthened and more robust stakeholder's engagement, and the best demonstration of ethical leadership and highest degree of commandership.

As we all know, and as we are always proved of the Marine Corps that remains to be the nations' force of choice. We play an important role in nation – building and in keeping the peace we play a significant role in serving the interest of our country.

As such this new assignment, as the Acting Deputy Commandant brings forth new challenges to me. Of course, I am hopeful that through the guiding light of our Lord and the loving support of my family, I shall be able to serve you to the best of my ability.

Muli maraming maraming salamat po sa inyong lahat sa PN BOSO, CPMC, FOIC for this trust and confidence given to me. To BGEN BALLESTEROS SIR, goodluck to your civilian life, God Bless us all and mabuhay tayoyng lahat.

**BGEN ALVIN E PARREÑO AFP** is presently the Deputy Commandant, Philippine Marine Corps. He served various billets and positions in the Corps such as: Platoon Commander of 44th MC, MBLT-4, Company Commander of 61st MC, FRBN, Operations Officer and Executive Officer of MBLT-3, Commanding Officer of FRBN, Commanding Officer of MBLT-3, AC of S for Operations, MCB, Deputy Commander of 3MBDE, Superintendent of Marine Corps Training Center, and Commander, 1MBDE.



## 4Cs to Complete Staff Work

### Assumption Speech of CSPMC

August 25, 2016

*Amenities...*

Whenever I am given a task or a duty, I always start and end it with a prayer. A starting prayer is to seek the graces of the Great Architect of the Universe that I shall fulfill said duty with **courage, intelligence, and the wisdom** that if given the opportunity to make decisions, these be **not personal, but well thought of**, and most importantly, **fair to all those concerned**.

When the then **J8** broke the news that I shall be his **Chief of Staff** if he should assume as the **Commandant of the Philippine Marine Corps** almost **a month and a half ago**, on a Wednesday, at an unholy hour of **1400H**; in essence, that was already my own marching order for me to start praying. After the meeting, rather than going to St Ignatius Chapel for the Novena to our Mother of Perpetual Help for us Catholics, being a Wednesday, I returned to my cubicle at OJ8, **shocked and awed**, staring at the A4 coupon bond full of initial guidances. In there, I said my prayer of thanks, pessimism, and optimism rolled into one, *sabi ko*, **"Salamat Po, Parang Mahirap Po yata itong ibinigay mo, Pero sige Po, Kaya ko ito, Marines eh!"**

But as everyone become aware that I will be designated as Chief of Staff, only about 7, I must say, acquaintances congratulated me, it being a personal Marine career progression. Fellow Marine officers, seniors, contemporaries, and juniors upon knowing would rather shake my hands, tap my back, and say "Good Luck!"... "With a Smile".... That's up until we were requested to sit and start this Change of Chief of Office program. Not being naïve, but really, I don't know why the **"Good Luck!"... "With a Smile"...** Is it being as the Chief of Staff?... Or is it about **"The Cobra"?** ... And it dawned on me that it is the latter, when some would say **"May itinatago kang anti-venom ano?"**

*Kidding aside*, to our Commandant, MGen Costales sir, borrowing the statement of sir Bato, the Chief, PNP, **"words are not enough to express my gratitude to your unwavering trust and confidence in me"**. To be your Chief of Staff, you provide me the **opportunity**, the **honor**, the **responsibility**, and if I may include, the **accountability** to be part of your team at this time where you are to start to **turn into reality your dreams and aspirations** for our beloved Corps. Rest assured sir, that the **work ethics** that I may have impressed on you since I was your Company Commander when you were the S3, Operations Officer of MBLT-3, your Battalion Commander when you were the 3rd Marine Brigade Commander, and as your Unit Training Division Chief at OJ8 **shall never also waver**. Truly, and with humility, we have **accomplished a lot in these**

**units** albeit we always preferred to be in the **sidelines, neither recognitions nor legends created** as we are satisfied with the fact that we indeed contributed with the best of our efforts and intentions.

To our Major Unit Commanders sirs, you are my **seniors**, my **idols**, and at a lot of time, without you knowing it, I consider my **mentors**. While you have that direct line to our Commandant, I am offering myself, and the office I represent, to be your necessary conduit also to further that **line to our Commandant**. In short, as if the Commandant is not yet enough, you are most welcome to be my **tormentors** also.

To Col Caculitan sir, obviously we are both Marines, but I am no naval aviator, whose perspectives are high as would from a bird's eye view. I must say, you have indirectly honed my craft having commanded also the **4th Marine Battalion**; leading the unit for me was made easier with the tradition of "**Aim High**" you have inculcated to the unit. And it gives me no insecurity that the same could be said that I am succeeding you today as the Chief of Staff. Thank you sir, for paving the way for me, although, I still have a lot to learn from you.

To the Marine Corps Staff, let us start working together by joining me **erased that impression that the Chief of Staff is the No 3 man in the Corps**. I do not know when this started, but we see in articles in the CiteMar6, and hear the remarks of speakers introducing our former Chiefs of Staff in several occasions as such. Our organizational structure and mission do not call for it; for just like you the Central, Personal, Technical, and Special Staff, the Chief of Staff is **basically a Staff**. He is only identified with the Command Team because of his being the **principal adviser to the Commandant**, whose advises incidentally, are a product of the studies, researches, and recommendations of the members of the Staff. By looking at the Headquarters PMC as where the Commandant performs his **Organize, Train, Equip, and Maintain (OTEM)** function in order to ensure the efficiency and effectiveness of our Marine units in the operational areas as employed by the Naval Forces or Unified Commands, we, the staff, are here **to serve and provide** the needs or requirements of the **individual Marine, the Marine Units, and the Commandant's intent**. The key word is to "serve", and we, the staff, exist **not to be served**. To be successful then, we are to perform the **3Cs** expected from the members of the Staff: **cooperation, coordination, and collaboration** – for us that we may subdue every discordant passion within us and be always in harmony. Added to this, and as we serve at the pleasure of the whole Marine Corps organization, we need to establish the **4th C - connection** – connection with those we are to serve. In so doing, we are to **open our doors** to our Marines and units, welcome them, entertain them if need be, and most of all **listen to their stories, ideas, experiences, and even gripes**. For it is in listening from them that we shall be able to **craft our studies, validate our assumptions**, and reinforce our researches and come up with recommendations worthy of presenting to the Commandant for his approval and delivering back to our Marines and units in their **tangible and acceptable form**.

To all fellow Marines, I have said it, the Marine Corps Staff shall be there **open for you**. Regard the Marine Corps Staff offices as **necessary halfway houses** whenever you are here in Fort Bonifacio on **R&R** or **on missions**. Feel free to express your **observations** and **recommendations** as your contributions in bettering the Marine Corps. The MC Staff will be there to listen to you even as they will assure you that such will reach the Commandant in due time for his appreciation and consideration.

With that, thank you very much. Much remains to be done as we figuratively **roll our sleeves**, continue with the tasks at hand with the objective of **staying on course, correcting some sets and drifts along the way**, yet focus towards our collective vision of what the Marine Corps will be in the future.

Muli, Maraming Salamat at Mabuhay po tayong lahat!!!

**COL VICENTE MAP BLANCO III PN(M)(GSC)** is the current Chief of Staff, Philippine Marine Corps. He served various positions in the Corps such as: Platoon Commander 23rd and 33rd Marine Companies, Company Commander 33rd Marine Company of MBLT-3, Operations Officer of MBLT-11, Executive Officer of MBLT-2, Assistant Chief of Staff for Plans and Programs, MC5 and Commanding Officer, MBLT-4.



# Please Disturb Me

MC1 Assumption Speech

September 1, 2016

*Amenities...*

I will not be giving a long speech. We all know that ceremonies like these, aside from being rituals for the transfer of authority, duties and responsibilities of an office from one staff to another, is really intended to honor the outgoing official for the contributions he has made to the organization, in this case for OMC1, sa Col Atto Daracan... And so, it follows that the homage and long speech is really reserved for him. We should let him have this day for everything that he wishes to articulate... On my part, I would just like to express my gratitude to those who made it possible for my designation as MC1.

First and foremost, of course, is the Lord Almighty for continuously giving me good graces and looking after my family, personal life and military career... for me, to be designated as an MC Staff is the granting of a career aspiration. It is a position that I dreamed of occupying when I was a Lieutenant.

Secondly, my thanks of course to the Commandant for the trust and confidence and for giving me the opportunity to contribute to the development of the Marine Corps in the capacity of MC1...

I was so thankful and excited to assume this position that I waived my 30-day academic vacation granted by the Secretary of National Defense after my graduation from MNSA yesterday... thankful din ako sa Commandant na hindi ako agad pinagreport kahapon, at least I was able to celebrate my graduation with my family last night and for that I have to thank him also for being so considerate. Sabi kasi niya one night academic vacation is all I need... Well, maybe after this ceremony, I will have myself recommended for a medal.

Now that I am MC1, I promise the leadership my **utmost dedication to my job**... although I will not pretend that I know everything about personnel matters, I promise to try like the dickens to justify the position that was entrusted to me...

To the Central Staff, Technical Staff and Special Staff, thank you for the warm welcome. Knowing that you are with me on the same boat inspires and motivates me, and alam ko na hindi lang ako nag iisa.

To the personnel of OMC1, I know you are very proud of your office, our office... Alam ko yan because every time na pumapasok ako sa OMC1 for a visit, I always observe your good-natured demeanor despite the piles of paper work that goes in and out of the office, and your pleasant work atmosphere made me wish that someday I would be MC1 also.. So eto na nga ako... I ask you to please help me maintain, or better yet, improve the already high standards that you have set forth in OMC1 in the past years.

And lastly, to the personnel of the Philippine Marine Corps, be it officers and enlisted personnel, my office will always be open to all of you. On my door you will see a sign there that says, "**PLEASE DISTURB ME**" If you have any issues and concerns that needs to be addressed under my shop, please come and disturb me, because I would like to know about it... if you have any suggestions how we can do our job better, please come and disturb me, because I would like to hear about it... if you would just want to have some coffee, please come and disturb me, because maybe in our small chit-chat we can find solutions to one of my problems... so, **PLEASE DISTURB ME.**

Mabuhay po kayo lahat at maraming salamat sa inyong pagdalo...

**LTCOL SIMPLITIUS G ADECER PN(M)(MNSA)** is the current Assistant Chief of Staff for Personnel, MC1. He served various positions in the Corps such as: Platoon to Company Commander 35th Marine Company of MBLT-5, Operations Officer to Executive Officer of MBLT-1, Operations Officer of 3MBDE, and Commanding Officer, MBLT-7.



# Sleepless Hound...

## MC2 Assumption Speech

June 24, 2016

### **Amenities...**

Thank you for coming here this morning to witness this simple ceremony as I humbly and wholeheartedly accept this very challenging yet extremely rewarding task of heading the office of Marine Corps Staff for Intelligence, MC2.

I would like to thank the Marine Corps leadership, the Chairman and members of the Management Committee for this privilege of bringing me back home to serve our beloved Corps. I am indeed grateful and honored by the faith and confidence bestowed upon me. I know for a fact that this role will lead to many sleepless nights, painstaking labor and will require my 100% attention, but I take pleasure in knowing that I will be pressing on alongside with my fellow Marines. The office of the MC2 is not really new to me, having been assigned here for 12 months before as deputy MC2, in 2010 and 2011. It really feels great to be back home.

To the Marine Corps Intelligence family, I look forward to working with all of you again, as we continue to fortify our methods in collecting intelligence and bolstering our efforts to curb our enemies. I believe that great things will happen to those who are inspired, committed and united. We will work and enjoy our job as a team. Reaching our goals will require individual excellence, but we won't be working in competition, instead, we will be working in collaboration with each other along with all other intelligence units of the AFP.

We must continue to cultivate a culture of seamless information-sharing and intelligence fusion. And put more premiums on attaining our goals and objectives rather than keeping precious information to ourselves. Secrecy within our organization, specially, within MC2 will be the antithesis of everything we hope to achieve. Thus, we must integrate our efforts to attain our highest goal. With each one of us performing our respective mandates, achieving our end goal will not be impossible.

To my mistah, COL Macaambac, I wish you all the best in your next assignment as Deputy Commander, Naval Intelligence and Security Force. We hope that you will serve as an additional voice of the Marine Corps Intelligence in the Navy.

In closing, let me share a simple quote that i came across in a navy's journal.

***"Heroes are ordinary men, who do extraordinary things, in extraordinary times."***

Fellow Marines, now is the right time for us to do extraordinary things. Let us all be motivated to perform our respective mandates with excellence because our fellow Marines and countrymen are counting on us.

God bless us all and Mabuhay tayong lahat!

**COL JONATHAN C GABOR PN(M) (GSC)** is the current Assistant Chief of Staff for Intelligence, MC2. He also served various positions in the Corps such as: Platoon Commander 33rd and 43rd Marine Companies, Company Commander 33rd Marine Company of MBLT-3, Operations Officer of MBLT-4, Executive Officer of MBLT-3, Deputy Assistant Chief of Staff for Intelligence, MC2, and Commanding Officer, MBLT-10.



# Blessing and Opportunity

WHO'S WHO

MC3 Assumption Speech

September 1, 2016

*Amenities...*

As I reflect on today's Change of Chief-of-office of the Assistant Chief of Staff for Marine Corps Operation, MC3, two things came into my mind. First, I believe that this day is a BLESSING. Second is the OPPORTUNITY.

A blessing, I strongly believe and maintain a faith that this ceremony would not have happened if not for the grace and blessing of the ALMIGHTY. I am also grateful to the senior leaders of the Corps headed by the Commandant for the wisdom and confidence in entrusting me this position. It is also a blessing that I have a family who supports and understands me.

Second...an OPPORTUNITY. Not all Marine Officers are given the opportunity to be the MC3. I believe that many of us senior Marines know that there are a lot of challenges in the Office of MC3. I know that my predecessor, COL EDWIN AMADAR has performed very well; and I will be having a big shoe to fill in.

It is indeed a big challenge. I will try my very best to discharge my duties and responsibilities as the MC3 but this cannot be done without the support and cooperation of my co-MC staffs. It will be a team effort in order to accomplish the aspirations of the Commandant for a CORPS that is "Mission - Tailored Ready Force and Adaptable Force of Choice."

I share with you these two essential aspects ready to start doing hard work for our beloved CORPS. Maraming salamat at mabuhay!

COL BOB R APOSTOL PN(M)(GSC) is the current Assistant Chief of Staff for operations, MC3. He served various positions in the Corps such as: Platoon to Company Commander 21st Marine Company of MBLT-1, Intelligence Officer of MSEG, Intelligence Officer of MBLT-4, Flag Secretary of Commandant, PNC, Operations & Training Officer of MBLT-12, Executive Officer of MBLT-7, and Commanding Officer, MBLT-2.



## Marine Warrior - Diplomats

Assumption Speech of MC7

September 2, 2016

*Amenities...*

Allow me first to express my heartfelt gratitude to our Commandant, MAJ GEN ANDRE M COSTALES JR.AFP, for the trust and confidence he had accorded me in my designation as the Assistant Chief of Staff for Civil Military Operations, MC7.

While I am not new in the conduct of Civil Military Operations in the operational area, I find this assignment as MC7 as a more challenging task as a planner and policy maker. I could recall the words of our Commandant telling me "That this is the right time to pursue your aspirations in the Corps in the field of Civil Military Operations". This has become my driving force to further the accomplishments of CMO as the warrior-diplomats of the Corps.

To significantly contribute to commandant's vision of "Moving Concepts to Reality", the MC7 must review or formulate the career development plan of personnel who desires to pursue a career in the field of Civil Military Operations. While awaiting for the approval of higher headquarters designating CMO as one of the field of specialization in the Philippine Navy, we will encourage Officers and enlisted personnel to take up CMO related courses and seminars. This will not only contribute to their service-related development but would likewise increase the number of our CMO-rated personnel. We will coordinate with the different CMO schools to accommodate candidates for CMO schooling.

To contribute to mission success, we must further enhance and intensify our stakeholders engagement particularly in the operational area. The office of MC7 will endeavor to support the different CMO related activities that would significantly compliment and contribute to the success of our combat and intelligence operations. Developing partnership with the different stakeholders will be enhanced at the headquarters level in order to generate needed resources for the requirements in our CMO programs and activities in the field. The limited funds for our CMO should not hinder us in pursuing our different CMO efforts to foster trust and confidence with the civilians, empowerment of marginalized communities and preservation of peace and order in order to significantly contribute to nation building – thus building alliance and partnership is important.

To reinforce these initiatives, MC7 shall come-up with a PMC Strategic Communications Plan that is aligned with the PN Strategic Communications Plan. This will provide guidance for effectively communicating themes and messages to internal and external stakeholders, particularly to the Marines and key stakeholders. This plan will focus on communication to ensure that key stakeholders and audiences are well-informed about the Philippine Marine Corps intents and initiatives that would be anchored on a "Mission-Tailored Ready Force and Adaptable Force of Choice".

Accomplishing these aspirations would not be an easy one, but I firmly believe that with the support of the leadership, the Office of MC7 and the PMC CMO team, we could achieve the desired objectives and significantly contribute to the over-all accomplishment of team PMC.

Thank you and good day to everyone. Mabuhay ang Philippine Marine Corps.

**LTCOL JOSEPH DOMINIC A CONTA PN(M)(GSC)** is presently the Assistant Chief of Staff for Civil Military Operations, MC7. He served as Platoon Commander 10TH MC of MBLT-10, Company Commander of 28th MC of MBLT-8, Intelligence Officer of MBLT-6 and 3MBDE, Operations Officer of MBLT-1, Executive Officer of MBLT-1, Commanding Officer of MBLT-9.



## Apprehensions...

### Assumption Speech of MC8

September 2, 2016

#### Amenities...

Apprehensive is the exact description of how I feel when I learned of my assignment as the MC8 (AGAIN!). Not because of the Cobra shadow associated with it, but rather of the frustrations I had as MC8 before. I always consider assignment with the Headquarters Philippine Marine Corps as an opportunity to be relevant to organizational development. However, the realization I had before makes me think otherwise - that no matter how solidly founded your initiatives and innovations are, these are just mere "footprints on the sand" that can easily fade away or upset by personal and unsubstantiated but influential opinions, or worse, they are simply inconvenient for others to implement. Notwithstanding the apprehensions, the encouragement provided by the hopeful and "silent progressive minded" senior company grade officers and junior field grade officers, and the promises of the Force Development Concept of the Cobra; have reignited my passion for organizational development and inspired me to face the mental stress ahead. As I assume the job of the MC8 again, I could not assure the Corps of an ultimate solution to the challenges of force development, for this may not be attainable or realized in the immediate future or next 6-year horizon; but rather, I will do, in whatever way and however I can, to at least establish a foundation upon which the building blocks for the a "real" force development aspect of the Marine Corps visionare to be laid.

**COL BAYANI B CURAMING PN(M)(GSC)** is the current AC of S for Education and Training, MC8. He served as Platoon Commander, Executive Officer 32nd Marine Company, Commanding Officer 2nd Marine Company, Chief Operations Branch, MC2, Intelligence Officer, 1MBDe, Opns/Training/Safety Officer of MBLT-1, Executive Officer of MBLT-6, AC of S for Education and Training, MC8, and Commanding Officer of MBLT-10..





## The Challenge...

Assumption Speech MC9

September 2, 2016

WHO'S WHO

*Amenities...*

It feels me good to be back at the Marine Corps since I am in familiar grounds, see some familiar faces and it is indeed an honor and privilege to be designated as the Assistant Chief of Staff for Reservist and Retiree Affairs, MC9.

Let me thank some personalities for giving me this rare opportunity to serve as MC9. First, I give thanks to our Heavenly Father for his continued guidance as I continue my career in the military service. To the Marine Corps leadership, under the command of MAJOR GENERAL ANDRE M COSTALES JR AFP sir, I express my wholehearted gratitude sir for the trust and confidence bestowed upon me as the new MC9. Rest assured that I will give my best and with your continued guidance, I am confident that team MC9 will not only deliver what you would expect, but moreover, exceed it.

Likewise, my snappy salute to the outgoing MC9, Colonel Jerry Bauzon PN(M) (GSC), for a job well done. Thank you very much sir and I commit to continue our replotted course with necessary adjustments along the way as we continue to effectively perform the functions of MC9.

To the men and a women of MC9, I humbly ask for your cooperation and invaluable assistance as we work together as a team. The task ahead is daunting and challenging, but I am confident that the office MC9 can perform its functions with the help of the divine providence, the cooperation of the Marine Corps staff and above all, the support and cooperation of the personnel of the office.

Guided by my command philosophy of mission accomplishment and ensuring the welfare of my personnel, I believe that team MC9, under my lead, can hurdle any challenge and accomplish any task. Once again, thank you very much for this opportunity and magandang hapon po sa ating lahat!

**LTCOL JOSEPH S TOBIAS PN(M)** is the current Assistant Chief of Staff for Retirees and Reservist Affairs, MC-9. He served various positions in the Corps such as: Platoon to Company Commander 48th Marine Company and Admin Officer of MBLT-8, Company Commander HSC & 94th Marine Company of MSEG, Deputy Assistant Chief of Staff for personnel, MC-1, Executive Officer of MBLT-12, and Operations/Training/Safety Officer, G3 of 2MBDE.



## Transparency

Assumption Speech of MCIAO

September 1, 2016

*Amenities...*

This is one of the significant moments of my career as a Marine Officer who has voluntarily sworn to serve the Corps. I have sailed my career with many challenges in my path, however because of God's glory and guidance, I am still here serving our dear organization.

I am truly grateful that the command has given me the opportunity to handle the Marine Corps Internal Audit Office and be the navigator towards its journey to mission accomplishment. To the Commandant, Philippine Marine Corps MAJ GEN Andre M Costales Jr AFP, thank you sir for the trust and confidence given to me to take lead and manage the MCIA office. It is with pride and honor that I am trusted by the Commandant, Philippine Marine Corps to assume as the new Internal Auditor of the Marine Corps. To the outgoing MCIA, COL Nestor E Narag Jr PN(M) (GSC) sir, rest assured that what you have started will always be given priority.

To the team MCIAO, I just want to inform you that in this office, I really need credible and reliable personnel to work to. Another thing that I require from you is your cooperation as a team. With you, I am sure that we can do what needs to be done.

I do not expect to have a very smooth sail. What I am expecting is for us to work together to overcome all the obstacles that may come.

Thank you very much and God blesses us all.

**LTCOL LEO C FRINCILLO PN(M)** is the current Director, Marine Corps Internal Audit Office. He served various positions in the Corps such as: Platoon to Company Commander 22nd Marine Company of MBLT-2, Intelligence Officer of MBLT-5, Operations to Executive Officer of MBLT-7, Operations Officer of 3MBDE, Deputy Base Commander of MBAA, Deputy and Acting Assistant Chief of Staff for Operations, MC-3, and Commanding Officer of MBLT-3.



## **M.C.M.F.O**

### Assumption Speech of MFO

August 21, 2016

#### **Amenities. . . .**

I would like to extend my gratitude to MGEN REMIGIO VALDEZ AFP, the Commandant, Philippine Marine Corps, the PMC MANCOM and other senior Marine officers for the trust and confidence bestowed upon me to take on the role as the Director, MCMFO.

I also would like to thank my immediate family: my husband and daughter, for always being there, for being the pillars of my strength and the trampoline to bounce me off. I would also like to thank my family back in Cebu City. For without you guys, I would not be here where I am now.

Above all, to my Divine Providence and the Greatest Architect, for all the blessings bestowed upon me and my family.

Today, as I open a new chapter in my career, I would not promise anything. I just intend to dispose my duties and responsibilities as the Director, MCMFO, the best way I am capable of, with a Marine heart. I am fully aware that it would not be easy, but I am comforted with the thought that I am fully supported by my family, the Command Team, the Marine Corps Central Staffs, and the officers, men and women of MCMFO.

We will not be performing and functioning just for compliance, we will be doing and learning with and by standards.

- M - arines**
- C - ontributing to accomplishment through**
- M - ission**
- F - iscal**
- O - perational efficiency**

**LTCOL ROTESSA M BAYLON PN(M)** is the current Director, Marine Corps Management and Fiscal Office (MFO). He served as Mess, Supply, Investigating Officer, Platoon Commander, Executive Officer all of 75MC AABN, Aide-de Camp to CPMC, Chief Admin Branch, Budget Officer, Supply and Material Management Officer, and Acting Deputy all of MC-4.



# Embracing the change

Assumption Speech of MCPAO

October 1, 2016

WHO'S WHO

Amenities...

**"Know yourself and seek self improvement "**.This leadership trait has boggled up my mind while I was on my way to Quiapo to buy generator set for our Marines in Batanes, I was called by MC1, LTCOL SIMPLIUS G ADECER PN(M)(MNSA) that the Marine Corps Public Affairs Office is in need of Officer to replace the current director who is due for career schooling. Without hesitation I accepted the challenge since the person who directed me is my mentor, a good friend and of course my snappy and very supportive former Battalion Commander.

Indeed, I am grateful to be part of the COBRA's administration whose primary objective is to transform the Corps into a Mission-Tailored Force in Readiness and Adaptable Force of Choice by 2020.

As I assume as the Director, Marine Corps Public Affairs Office, I really don't know what to do, from a Ceremonial Company Commander who is often exposed under the scorching heat of the sun turned into a staff of the Corps. I didn't wish to be contained inside the four walls of an Office with electronic and multimedia equipments. However, I need to calibrate and align myself in this particular environment because this is my mandate to engage into media publicity as well as get involve in social media activities. In some way, I am grateful for the opportunity given to me by the hierarchy because I was able to experience a lot of new challenges that has enriched my learning and widened the horizon of my perspectives about the profession I hold dear to my heart. It is indeed a humbling experience for me.

I would like to take this opportunity to openly express my profound gratitude to our beloved Commandant, MAJOR GENERAL ANDRE MAGALLANES COSTALES JR AFP for his kindness to his Marines and I will really treasure the wealth of knowledge and virtue you have shared to each and every lives you touched.

Thank you sir, May the force of God be with us always and forever. . .

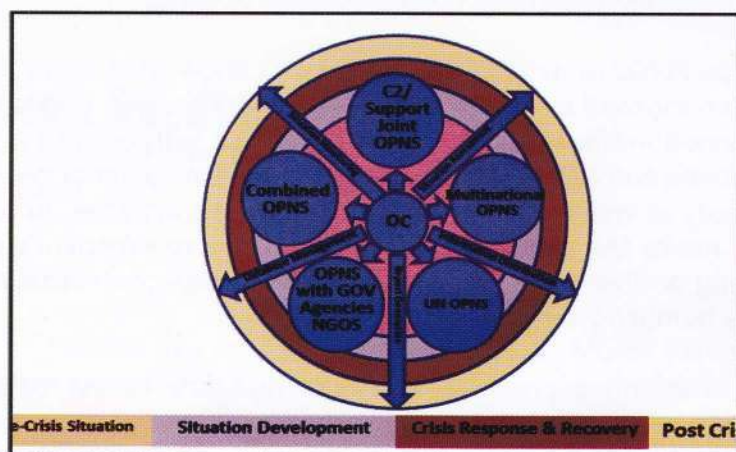
SEMPER FIDELIS!

**CPT VICTOR D DONQUE PN(M) is the current Director, Marine Corps Public Affairs Office. He served as Civil Military Operations Officer of HQBN, Platoon Commander of Special Operations Platoon of MBLT-7, Company Commander of 37th Marine Company, CMO Officer of MBLT-7, Company Commander of Marine Drum and Bugle Corps Company and 94th Marine Escort Company, and CMO Officer of MSEG.**



# Enhancing the PMC Operation Center

The birth of HPN SOP Nr 03 (Standardization of PN Operations Center) dated 01 April 2014 paved way to the much-needed attention for the Marine Corps Operations Center (MOC). HPN SOP Nr 03 defines the operation center as the focal point of information and decision making that covers strategic and operational environment where the situation may develop into a crisis. Also, the center shall exercise command and control for marine forces to support joint, combined, multinational, UN operations and operations with government agencies and NGOs. Moreover, the situation monitoring and assessment, info distribution, database management and report generation play important roles in pre-crisis, situation development, response and recovery, and post-crisis activities



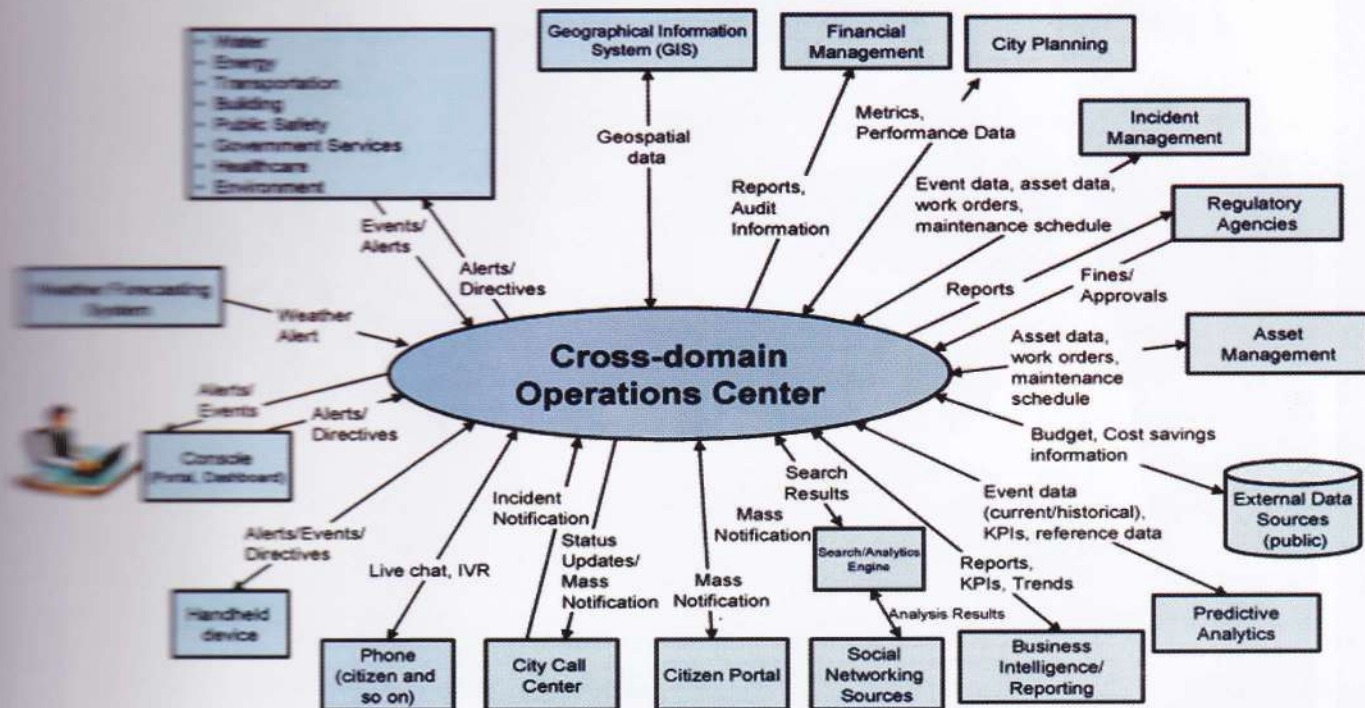
Since the publication of HPNSOP Nr 03, initiatives were undertaken by the Command to enhance the MOC in compliance with the given standards. Unfortunately, various considerations relative to the implementation of the said SOP held the Corps' efforts to standardize its operation center in abeyance. It was not until the assumption of MAJ GEN ANDRE M COSTALES JR AFP as the 29th Commandant of the PMC on 25 August 2016 that tangible results started to show in line with the enhancement of the PMC Operations Center.

Upon assumption as CPMC, drastic changes began to transpire at HPMC. With the desire to rationalize office spaces and maximize efficient delivery of services to PMC personnel and other stakeholders, CPMC started to relocate different offices aboard MBRB resulting to the transfer of MOC to the former O/MC1 from its previous space in the O/MC3. Along with the transfer also came the marching order for MC3 on 06 Sept 2016 to establish an MOC that is "hardened" and at par with HHQS' Operations Centers by 1st week of Nov 2016. Given the timeframe and with CPMC's intent in mind, MC3 and DMOC initiated the necessary planning and preparations to execute CPMC's standing order. Collaborations with the different MC Staff were conducted under the guidance and supervision of CSPMC and DCPMC and a proposal was decided and further presented to CPMC on 21 Sept 2016. This eventually gained the approval to start the enhancement of MOC by phasing as follows: Phase I-Facility Enhancement; Phase II-Systems Upgrade; and, Phase III-Institutionalized Organizational Structure.

Phase I – Facility Enhancement phase was anchored mainly on the provisions set forth by HPN SOP Nr 03, particularly on the construction considerations part. Utilizing the former office space of MC1 and considering the limited funds available, the construction of the new MOC facility was indeed a challenging one which officially started on 26 Sept 2016 and was completed on 05 Nov 2016. The MOC facility features provisions for a Command Center, readily accessible radio and server rooms, a planning room, admin office & storage spaces, an armory, and a visitors holding area. The completion of Phase I greatly enhanced the capability of the Command to accommodate C2 processes for different OPTEMPO. Furthermore, it resulted to the establishment of a "hardened" venue with enough space to cater the security and safety requirements or the creation of a PMC Command Center.

Phase II or the Systems Upgrade phase aims primarily at acquiring the necessary CEIS components and systems, together with its corresponding upgrades, not only to fully utilize the various existing PN CEIS Systems (VTC, GIS, Zimbra, MITSS, Tracking Sys, etc..) but also to serve as tools for planning and analysis, situational awareness, common operating picture and collaboration to support the accomplishment of PMC

mission through establishment of a reliable communication and monitoring network capable of interacting with various domains in the AFP and the society.



Phase II also includes the upgrade of security and systems' support in anticipation of future expansion purposely to address the Command's intent to increase our capacity to communicate with remote major units such as the Marine Brigades down to the Marine Battalions and increase our capacity to support disaster response and other crisis situations. It further anticipates the Corps' desire to establish and enhance monitoring and real-time maritime awareness anywhere within the Philippine territory.

The Institutionalized Organizational Structure Phase is the third and last phase which is a work in progress. It is an integral part in the enhancement process of MOC geared towards reorganizing and restructuring the MOC to address the various functions and workload demands brought about by enhancement in facility and upgrades in the systems. This phase requires determination of tasks and identification of new set of a TOE so as to institutionalize an organizational structure relative to the METL of the standardized MOC. Basically, the reorganization will be patterned with that of the NOC, HPN to establish continuity of efforts/functions and ensure its responsiveness in the Naval Organization.

In closing, they say that "when you changed the way you look at things, the things you looked at change." With the current developments of the PMC Operations Center, it is hoped that Marines will change the way they look at MOC as a "stop-over" venue for returning Officers from outside duty awaiting further assignment in PMC, and start to correct this wrong notion so as to achieve genuine change in our organization. The enhancement of MOC under the O/MC3 may seem just another manifestation of a task well accomplished through unity of efforts and a strong political will. But more to that, it reflects the PMC's continuing desire and steadfast commitment of being Mission-Tailored Ready Force and an Adaptive Force of Choice.

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**THE COMMODORE GREGORIO LIM  
ESSAY WRITING CONTEST**



## THE MARINE CORPS TRAINING CENTER MUST EVOLVE IN ORDER TO HAVE A MARINE CORPS THAT IS READY FOR THE 21ST CENTURY CHALLENGES AND WINS FUTURE WARS

This article was written, while on deployment in the province of Tawi-Tawi, to be able to contribute to the objective of the BGen Gregorio Lim Essay Writing Contest that is for deployed Marines to remain engaged and contribute to the Corps' efforts to achieve our aim as "The Nation's Force of Choice and Premier Force of Readiness" by year 2020. In this paper I will argue that the Marine Corps Training Center (MCTC) plays a crucial role in attaining our aim and that our training institution must evolve to ensure that our Marines are prepared for the 21st century security environment, can perform our roles, and win future wars. I believe that there is a need for the MCTC to put up a series of actions and adapt rapidly to the real time requirements so that our Marines will be able to adapt as well to the challenges that a very complex operational environment offer them.

### Complexity of Warfare

The complexity of warfare in the early 21st century poses special challenges to any armed forces and that includes the Philippine Marine Corps (PMC). The PMC and the Armed Forces of the Philippines (AFP), in general, developed much of our doctrine, organizations, and equipment based from the United States military services which are basically developed in preparation for war between states. This type of war is not the most likely form of conflict then or now. According to the US TRADOC Pam 525-5-500, "throughout the Cold War and the period that followed, war between states has been the rarest form of conflict in which the United States engaged."

British General Rupert Smith once said, "wars amongst the people" are more likely to reflect future violent conflicts in which some or all of the participants are irregulars and military operations cannot deliver a conclusive political result.

Moreover, throughout these conflicts political and military activities intermingle and require cohesive unified action. The information age also has contributed in shaping the perceptions of different audiences in near real time. Every action that our Marines do conveys a message, and the interpretation of that message often varies from one audience to another in unintended and unpredictable ways. Thus, in this likely conflict that we will continue to face, our adversaries will still seek to establish favorable political and social conditions.

As these conflicts are inherently more complex than traditional state-based warfare, they demand from our Marines a different way of thinking.

Further, military experts have argued that since warfare represents a clash between societies or cultures, most operational problems will be both structurally and interactively complex. We can see that several features of the current and future operational environment have magnified the non-linear complexity inherent in all warfare. "War amongst the people" as expounded by Gen. Smith has increased the number of connections or linkages within the operational environment, and made the opinions of large groups of people on all sides important to the outcome.

The media carry images and perceptions of any operations and each action carries an implicit message as we have mentioned earlier. Each Marine thus has potential links to the members of a global audience, and therefore his actions, according to USMC General Krulak, can "directly impact on the outcome of a larger operation." A tactical unit, he added, may have a strategic effect, but only in exceptionally rare cases will a tactical unit that is operating by itself can achieve a strategic aim. Normally, achieving strategic aims require the unified effort of large forces and all of the instruments of national power.

The ways that adversaries are organized add to the complexity of the operational environment. In our own experience, the different threat groups that the government confronts are indistinguishable from the rest of the population where they operate in. Their organizations and objectives are not just different than the regular armies of states. These adversaries like earlier described have a completely different logic, one that makes the recognition of cultural narratives and the study of anthropology, history, and language essential for a more complete understanding of the nature of the conflict.

### Evolving Capabilities

In the last year's CiteMar6 issue I discussed some important evolving capabilities that the PMC must acquire to remain in pace in this rapidly changing security environment and be able to play the role of the Marines in support of national security requirements. Many of the problems that the country will face in the future will not be amenable to military solutions but it is inevitable that some challenges will require a military response and again in these situations, the Marines as a Scalable Ready Force, in tandem with the fleet, and because of our unique skills, expertise, and operational experience, may be the force of choice for meeting the strategic requirements of our political leaders/decisionmakers. In the future, I reiterate, that the Marines will have to be ready to perform four important roles in support of the national security strategy.

### Amphibious & Combined Arms

The Marines as a naval combat force in tandem with the Philippine Fleet, will employ integrated amphibious combined arms during forcible entry operations from the sea. With the PN's amphibious capability of landing craft and fast boats aboard the Strategic Sealift Vessels (SSV) the Corps could deliver both troops and tactical vehicles to the shoreline. Thus, it is in order that the Marines continuously develop our amphibious landing force capabilities and doctrine.

### Surgical Strike and Recovery

The Marine Corps, as always, will be called upon to perform those "special missions" that can neither fail nor leave the perception of failure. These surgical strike and recovery missions will be operations in which national decisionmakers rely upon the Marines' unique capabilities where no other force in the AFP can accomplish. The Marines, as a mission-tailored and adaptable force, must maintain the ability to perform these missions and be PMC's highest priority not because these missions will be frequent, but rather, because no other forces at the country's disposal will be equipped and trained to perform these missions within an acceptable level of risk.

### Special Reconnaissance

The Marines will be called upon to perform special reconnaissance to support the strategic and operational requirements of decisionmakers and operational commanders. Because of our acquisition of advanced equipment, ahead of other branches of service, of revolutionary reconnaissance and surveillance capabilities, the Marines role as the "man on the ground," or as the eyes and ears of the Unified and NOF Commanders increases.

### Political-Military Operations

Lastly, Marines will be called upon to perform missions that fall in the nexus between political and military operations. These missions are complex and promote the long-term strategic goals of the country. Moreover, Marines will be called upon to support regional contingencies, including responding to natural disasters, assisting in the evacuation of OFWs and allied nationals in the event of regional hostilities.

The Marine Corps Training Center Series of Actions

At the outset of this article I have presented both the complexity of future operational environment and the PMC's evolving capabilities to perform its roles. It is in this premise that the PMC will have to acquire capabilities (DOTPL-MF) and must remain operationally unique and strategically relevant to retain our utility



operational decisionmakers. To accomplish this, PMC must develop and maintain its unique capability through technological edge and continue to invest in the quality and skills of our Marines. These two absolutes have served the Corps well in the past and must remain fundamental commitments in order to meet the nation's security needs in the future. In this respect, the MCTC would be at the very center stage of this effort especially in forging our individual Marines. The MCTC must take series of actions to prepare our Marines for future wars.

First, there's no doubting that the Corps will need to acquire modern equipment to be a formidable force. However, these equipment would have no impact without the high caliber Marines manning them and the maintenance and support personnel that will make them effective. The MCTC must ensure our Marines and their equipment gel well together so our capability would be felt. In addition to all of this, our Marines will need to be highly intelligent to operate increasingly sophisticated equipment and to perform operations in a technologically advanced threat environment, while remaining masters of the low- and no-technology environments. PMC has identified the specialists roles needed by the Corps to accomplish its mission and tasks. MCTC has to develop its "Specialists" School which is responsible in training and producing the different specialists we need.

Second, the requirements for having the "Strategic Corporal and Lieutenant" will grow in the future as Marines are employed against difficult problems in increasingly complex, hostile, and challenging environments. Operating independently, Marines will need to have exceptional character and integrity. Operating in arduous environments, Marines will need to maintain the highest levels of fitness. Since they will be called upon to make critical on-scene decisions, they will need to be knowledgeable and self-disciplined. Our Marine Commanders and SNCOs must be taught in MCTC Advanced School on how to approach operational problems from a holistic systems perspective.

Third, the MCTC to establish an "Office" which will look at and examine adversaries in terms of their organization, training and warfighting doctrine and how we make the changes- new concepts- so that when we are going to fight in the future some adversaries that have those capabilities set then our individual Marine has what is needed to win. Recognizing their adversaries' strong points and weakness, the USMC Commandant Gen Robert Neller introduced a new USMC Operating Concept where US Marines can operate in what he called the "six domains" of land, sea, air, space, cyberspace and information. This new Concept modernizes the "maneuver" by adding cyber and information operations to the use of rapid movement around enemy strong points and employment of kinetic force to confound the adversary's command and control. Following extensive research and concept development, the USMC wants to take advantage of the adversary lacking electronic warfare capabilities, or an air force or armor. In a similar fashion MCTC, through this Office, must be aggressive in finding new ways how to win in the future.

Fourth, the speed with which our adversaries learn and adapt adds to the complexity. The ability to learn and adapt while fighting should be the marks of future Marines because our adversaries are able to do so. Irregular forces, because they are less regimented and hierarchical, can change not only their fighting techniques, but also their organization and the very objectives for which they are fighting. The Israeli Defense Forces (IDF) formed in the 90s or the US Army's Center for Army Lessons Learned (CALL). According to Ariely, the IDF's Center for Army Lessons Learned, which "collected, analyzed and dispersed operational knowledge and lessons learned in real-time amongst fighting forces" was so helpful in their fight. The MCTC should establish a similar office that would gather knowledge gained from each day's operations of our MARFORs, print digests, and distribute them down to all our Marine units up to the company level by the next day. Based on the collective experience of Marines, we have noted how fast the different threat groups we are confronting learn and adapt. They learn while fighting and that shows their intuitive ability to learn in short cycles.

Moreover, this Center for Lessons Learned can also have a relationship with other allied counterpart Center such as the US Army's CALL. These exchanges should be a recurring event. PMC will be able to see what we can take away from their most recent experiences to apply to our Marine Corps. Learning from what others did well and from their lessons learned could somehow help us not repeat the same mistakes that they

made during their operations or conflicts. Because of their experiences we will be able to note if there's an organizational or materiel or doctrinal change that would benefit us from their experiences.

Lastly, MCTC as an agent of change in the Corps needs to continuously improve its training facilities, select and develop the instructors capacity, constantly review and update POIs, and implement important changes to systems and organizational structure. Since the time that the author first reported to the PMC in the early 90s, not much have changed in terms of the capability aspects. Our systems remained stagnant such that MCTC's products- deployable Marines- performance are below the required standard and readiness level. I have personally done several random check through interviews and practical questionings to see the extent of knowledge and proficiency of our individual Marines and I am, quite frankly, dismayed of the outcome. These indicators that I have personally observed can be validated by other senior Marine Officers.

Thus, it is not difficult to conclude that the Schools that processed our Marines have failed to produce high caliber Marines whom we expect and rely upon to man our modern weapons system in future complex battlefields. I will not expound in details the above training pillars because they are basics and not the central idea of this paper.

## Conclusion

To summarize, the 21st century large-scale change is transforming the world and political and economic tidal waves have crashed in many parts of the world. We live in a technological era where developments take place on a seemingly regular basis. These changes have greatly made our security and operational environment very complex. The possibility of local and regional disputes escalating globally is quite substantial and makes it imperative for our Marine leadership to improve problem-solving skills. Our individual Marines, most especially our Commanders and enlisted leaders, with their equipment must be prepared to operate and do their important roles in this kind of environment.

For these reasons, some proposed series of actions must be acted upon so that improvements in the PMC's capabilities can start and implemented rapidly. The MCTC will be at the heart of this effort and will have to take the lead. Thus, it is crucial that MCTC must evolve if only to ensure that our Marines will be a dominant force and win future wars.

In many respects, the programs and current capability of MCTC has not kept pace with current challenges much of the future. Figuring out how to deal with rapid change in the environment is one of the biggest issues that the PMC face. MCTC's actions to deal with these issues is imperative for the future of the Corps. As a last note to keep in mind, is a quote from USMC Commandant Gen Neller, "What we won't do is stay the same. The world is changing too fast."

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## The Birth of the Marine Corps Peculiar Warfighting Schools: Decentralized Training Increases Warfighting Competencies

The Philippine Marine Corps (PMC) remains and will always be a warfighting organization. The Marine Corps is expected to win the nation's battles and wars and should always be prepared 24/7. Thus, training and education is critically important in the preparation and development of the warfighting competency of the PMC in addressing the defense security challenges of the country. The Marine Corps Training Center (MCTC) is the unit responsible in preparing, training, and developing the individual Marines and units to be skilled warfighters and fully integrated combined arms units. Currently, the MCTC caters to all career and specialization courses of both officers and enlisted personnel. The Basic School (TBS) and The Advance School (TAS) handle the career courses while The Specialized School (TSS) and The Special Operations and Scout Sniper School (TSOSSS) handle the specialization courses.

Currently, TSS facilitates all functional and warfighting courses offered by the MCTC such as Marine Operations NCO Course; Combat Intelligence Course; Field Artillery Basic Course; Assault Armor Crewmanship Course; Marine Explosive, Ordnance and Demolition Course; Automotive Mechanic and Certified Driver Course; among others. While TSOSSS handles the Force Reconnaissance Course, Marine Basic Airborne Course, Marine Scout Sniper Course and other special operations courses. However, the courses were being administered and ran by the respective units specialized in that certain field mostly from the Combat Service Support Brigade (CSSB) and Marine Special Operations Group (MARSOG). The TSS and TSOSSS process the course requirements and serve only as liaison of the different CSSB/MARSOG units to facilitate their request. Training the students is the responsibility of the designated course directorates organic to CSSB/MARSOG. The course directorates, who are undoubtedly competent and proficient in their respective fields of specialization, have the direct engagement and interaction with the students. However, the directorates may not always be a competent instructor. Not every officer and enlisted personnel are qualified and capable of transferring their acquired knowledge and skills to their students. Teaching requires different skill sets to be an effective instructor and be understood by the students. Though the PMC through the MCTC is putting a high regard in the selection and development of the Marine instructors, not everyone can avail of those developmental courses and be qualified as instructors.

Another problem that the Center faces is the lack of adequate facilities for the students, specifically billeting spaces and classrooms, which directly affects the learning experience and motivation of the students. Admittedly, the MCTC cannot accommodate all students at the same time and provide conducive space for learning. Abovementioned deficiencies hinder the growth and development of the warfighting competency of the individual Marines and subsequently the different units of the Corps. Training units and schools in the different Marine Corps Units are to be established in order to address these pressing concerns.

There is a need for the improvement and advancement of the different Marine Corps Units to train and develop the specialized skills and competency peculiar to their requirements. Thus, training schools in the different combat service support units and MARSOG will provide focus on the development of the specific capabilities in the performance of their assigned mission. These warfighting schools will also enable the Corps to adapt to the fast changing operational environment and technological advancement.

This initiative could lessen, if not totally eliminate, the deficiencies in doctrine development. The warfighting schools can facilitate the formulation, development, and validation of their respective doctrines

to be sound, appropriate, and timely. Test and validation of doctrines can also be accomplished during the conduct of trainings and exercises. Having an organic personnel to facilitate the training and evaluation can yield to a credible and honest assessment beneficial to the development of the identified Marine Corps doctrines. The inadequacy of facilities will also be addressed through proper programming and project implementation of the respective units. In terms of training aids, the recipient units can maintain the high state of readiness and effectiveness since most of the equipment are in their possession. Training aid production will also be supported accordingly since the recipient units know the requirements of the students which will eventually be assigned to them.

Here are some warfighting schools that are to be established in the near future but not limited to: The Infantry School; The Armor School; The Artillery School; The Combat Service Support School; The Intelligence School; The Communication, Electronics, and Information System School; The Special Operations School; and The Coastal Defense School. Moreover, to provide mechanism in maintaining the training and education standards prescribed by the MCTC, TSS will oversee the different warfighting schools through instructors and directorates development. Continuous training development program should also be emplaced to ensure quality and standard of learning.

The establishment of different Marine Corps warfighting schools decentralize the conduct training that will increase the competencies of the Marines as a warfighter. The warfighting schools also develop skilled warfighters, facilitate doctrine development, and provide enhanced facilities without sacrificing the standard and quality of training. Therefore, the transformation of the MCTC as the Marine Corps Force Development Center is vital wherein the establishment of the warfighting schools shall provide focus and develop experts within the organization. It is important that the foundation of the combined arms units with its every single element is firm and strong to enable the Marine Forces to effectively and efficiently achieve its mission. As the AFP addresses the Philippine defense challenges, the Philippine Marine Corps should always be committed to prepare its forces to win and succeed in any battle and war now and in the future.

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# Breaking Down the Oath . . .

Towards Being the Premier Force in Readiness  
and the Nation's Force of Choice by 2020

*"It is not the strongest that survive, nor the most intelligent, but the ones who are most responsive to change" – Charles Darwin*

Since the inception of the Philippine Marine Corps on 07 November 1950, our organization's rich history was built around a tradition of excellence and unparalleled adherence to the Corps' core values. But the lingering question is how the Marines of today live up to the highest standard set forth by our Marine forefathers, and at the same time institutionalizes the necessary changes in the realization of the 2020 vision. This essay is an attempt to "lay down the cards" so to say on realizing the vision vis-à-vis maintaining the Corps' standard of excellence using the Marine Oath as the template of analysis.

**"I swear to God and to myself, that from this day on,  
I will uphold the traditions of the Philippine Marine Corps"**

"The last sixty-five years have been a story of astounding victories brought about by the profound bravery and selfless sacrifice of our fellow warriors," an excerpt from a message of LTGEN ROMEO T TANALGO AFP which defines our opulent past. We as the Marines of today are very fortunate that the valiant warriors before us have laid a formidable foundation of military service. But the "tradition of excellence" needs to be sustained as the Marine Corps adapts to change that will enhance our tradition further. (Philippine Marine Corps, 2006) Marine customs are simply desirable courses of action sanctioned by tradition and usage. In the Marines of whichever nation, practically every custom has grown out of the manner in which Marines of the past conducted themselves. Many Marine customs have been integrated into policies in order to standardize conduct throughout the Corps, but there are those that cannot be found in written orders. Knowing and observing these customs, both written and unwritten, is important to each Marine because it keeps him or her mindful of the legacy and traditions of the Corps he or she belongs to, and of the innate duty to uphold them. (Powers, 2016)

**"Submit to its discipline and carry out its mission.  
I will bear true faith and loyalty to the Corps"**

Are the values and discipline of the Philippine Marine Corps as an organization already diluted? Even though we have continuously claimed that we are the "best of the best" compared with the other services of the AFP, it should be noted that we are not a perfect organization. Through the years the Corps has been plagued by different tribulations such as illegal drugs cases, common gaffes like sexual harassment, and maltreatment, or even monumental infractions like coup d'états and stand-offs. In the modern times, the Marines have matured and learned that discipline cannot be always borne out of physical contact or other ill-formed disciplining techniques. (Nastor, 2015) But at the end of the day, these misgivings were overcome by the Marine Corps and were treated as valuable life lessons that have made the Marines tougher and wiser through the years. Perhaps it has best been defined by Senator Paul H. Douglas: "Those of us who have had the privilege of serving in the Marine Corps value our experience as among the most precious of our lives. The fellowship of shared hardships and dangers in a worthy cause creates a close bond of comradeship. It is the basic reason for the cohesiveness of Marines and for the pride we have in our corps and our loyalty to each other."

**“And to my comrades-in-arms, and will carry myself  
As a true Marine, representative of the best in soldiery”**

Our present Commandant, MGEN ANDRE M COSTALES JR AFP has emphasized in his Command Planning Guidance the need to incorporate enhancements into the Marine Corps Ethos to adapt to current and future operational demands; and in the process stay relevant and maintain the stature of being the best in soldiery. Character, intellect, and integrity form the foundation for leadership for warriors like the Marines. In an article by Colonel Todd S Desgrosseillers, he claimed that character is higher than intellect, yet intellect and experience combine to form the fabric of wisdom and its primary virtue – prudence, while integrity is the rational virtue that unites character to deed and through it to our warrior ethos. “Our character and our virtues define who we are - our ethos restores and preserves our excellences.”(Desgrosseillers, 2014)

Human Capital Investments. MGEN COSTALES JR AFP, further stressed the Marine Corps should enhance the sustainment of what have been raised and trained through the pursuance of Professional Competence – which is an individual Marine’s broad professional knowledge, attitude and skills required in the military profession sharpened in our Marine Educational Institution and enriched by the frontline experience. Maintaining the pinnacle status in the Armed Forces of the Philippines entails a significant outlay for the Philippine Marine Corps. A commendable proposal by our incumbent Commandant to realize this was his emphasis on giving premium to Human Capital Investments. “Marines are the strong human capital of the Marine Corps. Our warrior remains as our most valuable asset. We shall continue investing in the competency development process of Marines giving emphasis on building consistent leadership at all levels of command.”(Costales Jr, 2016)

Marines Outside the Corps. Another valuable “show window” or representations of Marines as the “representatives of the best in soldiery” outside the four corners of the Marine Corps organization are our Marines detailed on the different units of the Armed Forces of the Philippines. Contrary to common stereotyping of Marines in “outside duties” as “relaxing” or “enjoying,” we must view their respective assignments as equally important as our positions in the units within the Corps for they are representing all of us Marines in the midst of the other branches of service. It is therefore incumbent for these Marines to maintain our high standards in anything they do because they will be the living testaments of our claim as the archetypal of the finest in the Philippine military service. Human Resource Planners of the Corps should establish future procedures on how to systematically program Marines to be assigned outside our esteemed organization in an effort to showcase the highest standards of soldiery.

Cross-Domain Synergy. To further enhance the operational proficiency of the Marines as individuals and as a unit and help maintain our stature as the defense department’s best force, included as one of the professional competency that needs to be undertaken is the Cross-Domain Synergy. “The operational competency development initiatives must harness the cross-domain synergy of combat competencies both for warfighting and sustainment warfighting. We must leverage on our strengths so that each Marine is the strongest asset of the Marine beside him and his unit.” (Costales Jr, 2016) The CPMC Planning Guidance further regarded that critical to this operational scheme is the proper identification and definition of the operational Mission Essential Tasks in an effort to tailor-fit the Marines to acclimatize to the prevailing and other foreseen missions. The foresight of our current Marine Corps leadership is to make the Marine components scalable and ultimately become Mission Ready Marine Combat Forces that is always prepared to innovate and assimilate into the Naval Combat Force. Imbedded in the plan is the important role of the Marine Corps Training Center to implement the necessary training so that the said blueprint will be realized.(Costales Jr, 2016)

**"I will strive from this day onward  
 To improve myself physically, mentally, morally, and professionally"**

**Physical Fitness.** The continuous improvement of the physical, mental, moral and professional well being of each Marine is an individual responsibility, however the Marine leadership is continually finding ways to introduce new and innovative systems to help the Marines improve physically. Beside the regular conduct of Physical Fitness Tests and determination of the Body Mass Index (BMI) to check and maintain the physical conditioning of all Marines at all levels of Command, one of the "out of the box" solution is the introduction of the MARFIT Program, the program was born out of the concern over the number of deaths of Marines during the conduct of Physical Fitness Test (PFT); and inspired by the increasing number of protruding bellies during parade formations. There has been a misconception that a healthy body is equated to the absence of fat, rather than being fit is measured by being able to do indefatigably both workloads and physical activities. The MARFIT Program through the monitoring of the Body Mass Index (BMI) and the introduction of innovative exercises such as the Resistance Training (TRX) and Insanity as well as the creation of other helpful physical conditioning facilities like the fitness park, and the improvement of the Warrior's Grill obstacle course.

Although the MARFIT Program has its limitations that most Marines are assigned in the field and the lack of state of the art gym facilities and equipment; the important thing is that each and every Marine is aware that they should always be physically fit, they should at all times embrace a healthy way of life. In this light, the institutionalization, allocation of the necessary financial support, coupled with personal conviction from each and every Marine for the MARFIT Program to succeed and ultimately become every Marine's way of life. (Cabanlet, 2014)

**Gender Equality.** Since the recruitment and subsequent deployment to forward units of female Marines, the Corps has been experiencing "birth pains" on the said move. The predominantly male organization has to undergo the necessary adjustment because having females in the frontlines entailed modifications in terms of facility, manning and other aspects of the operations. The early incorporation of the female Marines resulted to cases of sexually related infractions, and even unplanned pregnancy to name a few, other problems such as deploying them to combat operations often hound the decision making of area commanders; and all these should be weighed with the primary consideration of gender equality in relation to the Gender and Development (GAD) mandate of the government. (Powers, 2016) Based from a yearlong US Marine Corps study by Eyder Peralta on trying to understand how gender integration would affect combat readiness, he found out that all-male units were faster, more lethal and was able to evacuate casualties in lesser time. Although the study was conducted on US Marines, it can also be considered in future planning of the Philippine Marine Corps. Moreover, Peralta concluded that "unnecessary distraction or any dilution of the combat effectiveness puts the mission and lives in jeopardy; risking the lives of a military unit in combat to provide career opportunities or accommodate personal desires or interests of an individual, or group of individuals is more than bad military judgment, it is morally wrong." (Peralta, 2015) LTCOL GIERAM R ARAGONES PN(M) (GSC), the Commanding Officer of MBLT-6 commented that it is the culture of Filipinos to care for women, that is why you will still sense that trait whenever female Marines are involved in combat operations. LTCOL ARAGONES further stated that the used to be tough, hard and rugged Marines have slowly matured to balance these traits with the advent of the gender integration in the Marine Corps. However, in the Philippine context we should overcome the obstacles this issue presents and instead introduce ways or create a system to which female Marines would be treated as any other Marine is treated. Moreover, the espousing of the GAD should serve as the challenge for the female Marines to be at par with their male counterparts so that maturity in terms of gender integration in the Philippine Marine Corps would soon be realized.

**"I will always obey the lawful orders of my seniors  
 In a cheerful and whole hearted manner"**

**Senior-Junior Relationship.** During the mid-90s up to the early 2000s, during the advent of more college-level or college graduate Marine recruits; the Corps especially the NCOs/EP in the forward deployment initially was faced with leadership problems. "During that period, there are E1 or E2 who have completed college or those with enough years in the college, that have problems taking orders to "old Marines" who are

just "high school graduates," narrated SMS Juancho Delos Reyes PN(M), 1MBde Sergeant Major. "There are times that they academically overpower us seniors," he added. But as time goes by, these "old Marines" took this as a challenge to improve themselves and not just bank on sheer combat experiences. The NCOs have matured to be at par with these new Marines through self-education in order to stay relevant and informed. Likewise, one strong sign of maturity in the NCO Corps is the elimination of physical contact as a form of punishment to erring "juniors." The 'seniors' are now inclined to resort to physical exercise or "hard labor" as their form of correction to serve as retribution. The Marine Officers have also embraced the same philosophy, "instilling discipline is not about having a strong hand or an iron fist to exact obedience, such ill-formed disciplining techniques would likewise not earn respect among my men," (Nastor, 2015)

Leadership by Popularity. BGEN ALVIN A PARRENO AFP, the Commander 1ST Marine Brigade always stresses in his mentoring with the Marines of the Brigade that we should do away with "leadership by popularity." He advocates that "seniors" has the responsibility to correct their "juniors" instantly and infractions should be dealt with proper corrective measures. A leader should not be afraid to become "unpopular" if his or her corrective measures are bounded by regulations. Sacrificing the Marine standards because of fear of dislike or disagreement will not only be detrimental to the unit but to the future of the Marine Corps in general.

**"I will always hold the interest of the Corps above my own  
I swear to be always a true Marine, so help me God"**

Gone are the days that the acronym MARINE stands for Muscles Are Required Intelligence Not Essential, the modern MARINE is the embodiment of Muscles Are Required Intelligence Now Essential. With all things considered, but the most outstanding tradition in the Marine Corps is simply "being a Marine" and all that it implies. Call it morale, or refer to it as esprit de corps, call it what you will - it is that pride which sets a Marine apart from the men of other armed services. It is not all taught in manuals, yet it is the most impressive lesson any Marine volunteer learns; it is not tangible, yet it has won fights against material odds. (Powers, 2016) But are the Marines of today don't just bank of the foundation and achievement laid by those before us? The Philippine Marine Corps is fortunate to have a lineage of leaders that have prepared and are continuing to hone the Corps for the rapidly changing national and international security challenges. Because adherence of a leader to the organizational culture establishes with the subordinates and thus it serves to strengthen the Marine's trust on and perception of their leader, commitment to goals and reinforcement of their work values. (Villasan, 2014) The Corps through the years remained relevant because our leaders took cognizance of taking the Corps to a higher plane of excellence. As MGEN COSTALES JR AFP has put it, "I am constantly aware that the Corps has remained fundamentally strong and focused on our shared vision by 2022," he added that given this any change incorporated to what we are now should not hinder the Corps in gaining the momentum. In this fast changing times, it is inevitable to keep-in-step with the advances we are experiencing in order to stay relevant. Going back to the thesis of this essay, "Are the Marines of today have lived up to the highest standard set forth by our Marine forefathers, and at the same time institutionalized the necessary changes in the realization of the 2020 vision?" the foregoing have laid down the answers. The Marine Corps is not a perfect organization, it has its flaws and misgivings; but through the years with the guidance of the Almighty it has banked on its motto of "Karangalan, Katungkulan and Kabayanihan" to stay relevant, maintain its stature of still being the best in soldiery and focused on its vision for 2022 of "Being the Premier Force in Readiness and the Nation's Force of Choice by 2020."

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“ The more you sweat

in **TRAINING**

the less you bleed

in **BATTLE**”

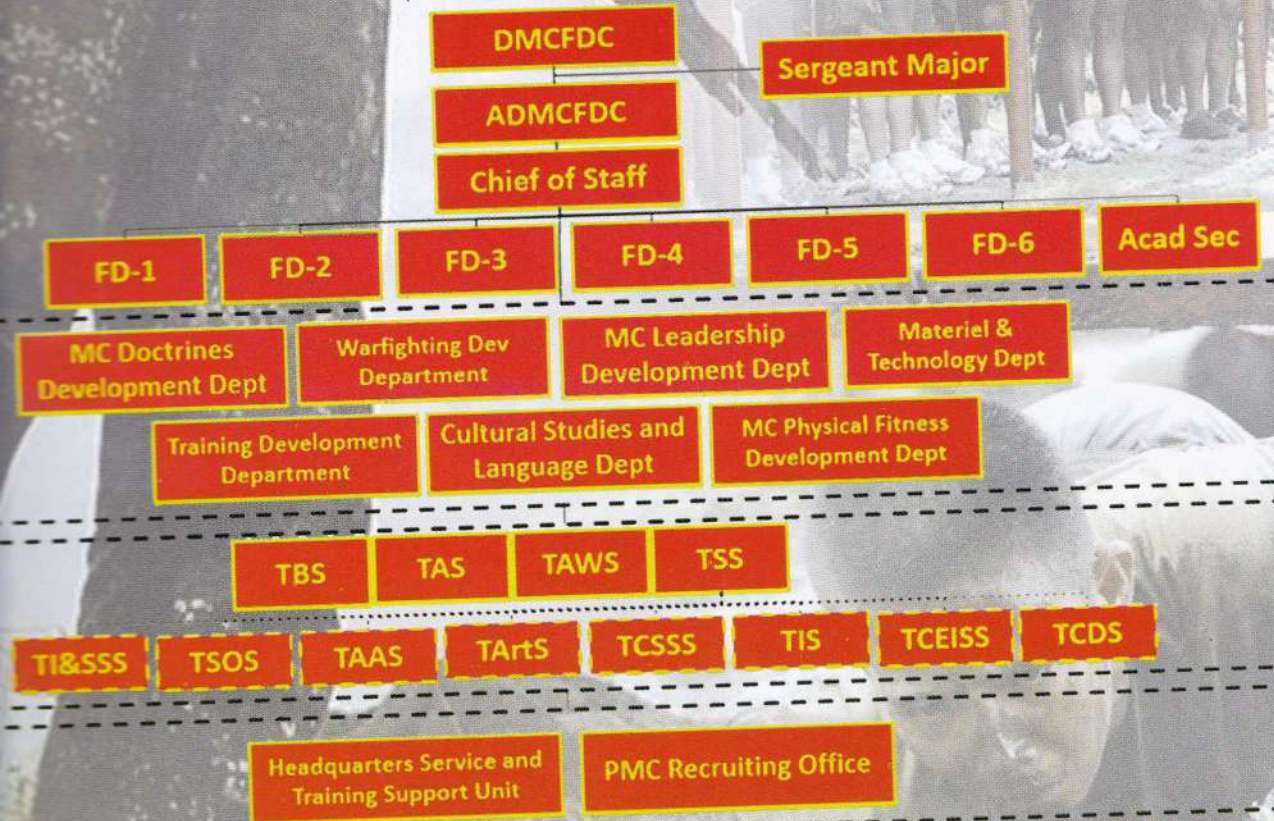
## Marine Corps Training Center



transitioning to

## Marine Corps Force Development Center

( 30 January 2017 )





# An Interview with the Command Sergeant Major...

**1. What is your role as the CSM in the Corps and your relation with the CPMC?**

As the Command Sgt Major of the Philippine Marine Corps, I must be a role model to all enlisted personnel through first-rate leadership and discipline. My predominant role is to organize and initiate close supervision on all affairs of all enlisted personnel so as to enhance our legacy as the 'Backbone of the Corps'. Regarding my relationship with the CPMC and as one of his personal staff, I am very committed to giving the utmost support to the continuous development or upgrading of welfare, morale, and discipline of all the personnel of this Command.

**2. What are the duties and responsibilities being the CSM?**

- a) Acts as the principal adviser of the Commander on matters pertaining to collective concerns of Enlisted Personnel.
- b) Initiates plans and makes recommendations to the concerned staff on how Enlisted Personnel's morale and welfare can be enhanced.
- c) Participates intensively in the dissemination of PMC, PN AFP policies, directives, and other programs.
- d) Makes regular assessment of the state of discipline and morale of Enlisted Personnel by conducting visits and dialogue with the troops and makes reports of the same to the concerned staff and the Commander.
- e) Represents the enlisted personnel in functions, staff conferences, or in any forum where enlisted personnel views are material and relevant.
- f) Visit troop's right in their areas of assignment to conduct information on the current AFP and national issues.
- g) Visit military hospitals to assess the current status of military and dependents confined and the capability of the hospitals to provide the medical services.
- h) Coordinate with the concerned staff on the enhancement and career development of the Enlisted Personnel.
- i) Assists Enlisted Personnel in service related matters through Non-Commissioned Officer support channel.

### 3. *How will you measure the relevance of the women in the Corps?*

The Philippine Marine Corps has been making its persistent steps towards gender equality. However, it cannot be denied that opponents of women in military operations often argue that the warrior's physical standards should not be compromised to augment women's access to the Corps. The Marines' fighting standards should not be at risk. Nevertheless, I believe that women's relevance in the Corps should not be determined merely on physical strength. I seriously think that the Command would gain by integrating women in combat operations and other units. The Corps should further consider the relevance of their creativity, insight, and compassion as they have the skills to interpret the emotions of other people. Women could likewise help to improve our skills to draw out critical intelligence. This could be one of the means to redefine the role of women in the Corps.

### 4. *What are your innovations in order to have more productive council of SNCO leaders?*

Aside from imposing strict standards of discipline to the members of the SNCOs, I think there's a need to conduct seminars or workshops to introduce new methods in order to have innovative leaders. These endeavours would necessitate special research and continuous reviews, but they would certainly become better equipped in facing future problems. The initiation of innovative leadership programs would further build up SNCO leaders who can turn ideas into reality and inspire PMC personnel to work together as part of this organization.

### 5. *Can you give us your personal perspective on the quest of the Corps in nation building?*

The Corps has been an integral part of our country's overall security strategy. We are trained as warriors involved in ensuring peace and safety of our country and I am utterly proud of what this organization has/have achieved. However, the Corps still needs more major investments in the combat effectiveness of its forces. Nation-building needs a multi-faceted course of action as well as provisions, studies, researches and preparations. We still need to improve our longstanding doctrines to achieve a superior planning and organizational capabilities in order to provide the best service and capacity on the quest of the Corps in nation building.

### 6. *How will you contribute to achieve the CPMC planning guidance to come into reality?*

As the CSM, PMC, I seriously need to be proficient, not just familiar, at influencing and supervising processes and activities related to the CPMC planning guidance. I also intend to work directly with the necessary personnel to ensure that every stage or part of the CPMC planning guidance is met through staying abreast with possible adjustments and developments of procedures. In order to achieve the Corps' essential missions, I would constantly assist the PMC Officers in maintaining the highest standards of discipline and conduct while requiring assessment of the plans at all levels.





# 66th Philippine Marine Corps Birthday



A Day of Remembrance / Wreathlaying Ceremony



Silent Drill and Marine Drum & Bugle Team Exhibition



2nd PMC Marathon 2016



PMC Canteen Cup Golf Tournament



Testimonial Review IHO FOIC, PN and Tribute to "A" Company, 1st Marine Battalion



Marching Band around Bonifacio Naval Station



Birthday Thanksgiving Mass



Cake - Cutting Ceremony



Marine Corps Ball

# MARINE OATH



I SWEAR TO GOD AND TO MYSELF  
THAT FROM THIS DAY ON,  
I WILL UPHOLD THE TRADITIONS  
OF THE PHILIPPINE MARINE CORPS,  
SUBMIT TO ITS DISCIPLINE  
AND CARRY OUT ITS MISSION.

I WILL ALWAYS BEAR TRUE FAITH  
AND LOYALTY TO THE CORPS  
AND MY COMRADES-IN-ARMS,  
AND WILL CARRY MYSELF  
AS A TRUE MARINE,  
REPRESENTATIVE OF THE BEST IN SOLDIERY.

I WILL STRIVE FROM THIS DAY ONWARD,  
TO IMPROVE MYSELF PHYSICALLY,  
MENTALLY, MORALLY, AND PROFESSIONALLY.

I WILL ALWAYS OBEY THE LAWFUL  
ORDERS OF MY SENIORS  
IN A CHEERFUL AND WHOLEHEARTED MANNER.

I WILL ALWAYS HOLD THE INTEREST  
OF THE CORPS ABOVE MY OWN.  
I SWEAR TO BE ALWAYS A TRUE MARINE,  
SO HELP ME GOD.