



To the Marines, Sailors and Civilians of Marine Corps Installations Command,

I am honored and humbled to assume command of Marine Corps Installations Command, and look forward to continuing MCICOM's proud legacy of excellence in support of our Corps. To that end, I want to share with you my initial guidance to ensure MCICOM remains focused on our core mission – providing installation services and optimizing support to the Operating Forces, tenants and activities, and taking care of our Marines, Sailors, and their families. Commanders at every level will promote a command climate focused on balancing the following imperatives:

**Protect and secure our installations.** We must secure our installations against known and evolving threats in all domains. This includes improving the resiliency of our bases and stations against physical and cyber attacks, the effects of destructive weather and natural disasters, and securing access to energy and water resources.

**Support the Operating Forces.** This is central to everything we do. Our installations serve as the key force projection platforms where we will provide the best training for our Marines and support for their families. Recognize that maintaining the support of our elected officials, local citizens and communities enables our installations to meet this objective.

**Take care of our people.** Our people - our Marines, Sailors, and civilian work force - are our greatest asset and deserve our best efforts. Provide our people with the best resources available to accomplish the mission, remaining mindful of fiscal constraints and stewardship obligations. Treat everyone with the mutual respect, courtesy, and dignity befitting a Marine. Take care of our families- those who love, support, and sustain us deserve nothing less in return.

**Prepare for tomorrow.** Our bases and stations are enduring platforms that must not only support today's requirements, but also tomorrow's. We must posture ourselves to meet future requirements - inherent in this is preserving the full spectrum of our training areas and natural resources, maintaining close and mutually supporting ties with our civilian leadership, allies, partners and local communities, and ensuring our installations evolve in concert with future requirements, operating concepts, and statutory or policy imperatives. This includes adapting our installations to the increasing threats posed by destructive weather and the long-term effects of climate change. Our Installations Reset Strategy underpins this effort, and we must maintain momentum and resourcing accordingly.

**Innovate.** We will continue to aggressively pursue opportunities to leverage innovative technologies, practices and policies that will improve efficiency, effectiveness, and ultimately drive down cost. Good ideas come from everywhere and across the workforce, so open the aperture and ask and recognize our people for their creativity.

**Be good stewards of all resources.** We have a collective obligation to be responsible stewards of all resources- particularly in today's austere fiscal environment where every dollar counts. When funded to less than the full requirement, we must be able to clearly state associated risk in terms relevant to supported commanders and the institution.

**Respect our Corps and keep our honor clean.** We share a rich heritage born from the service and sacrifice of countless Marines, Sailors, and civilians who have served our nation since 1775. By living our core values of honor, courage and commitment, we will uphold the legacy passed down to us, preserve the institution of our Corps, and ensure our Corps is ready when the nation calls. Never forget that every Marine, Sailor and civilian is an ambassador to our local communities and host nations, and as such is the face of our Marine Corps. Our individual actions matter.

**Lead 24/7:** Leadership underpins all – some aspects of particular importance to me follow:

- Communicate frequently and at all levels – up, down and laterally. Listening is critical – particularly to those we serve or support.
- When passing critical information to higher (CCIRs, EEI, etc) anticipate the information requirements two levels up and package accordingly, to include what they need to know and why.
- Promote harmonious staff relationships – at the end of the day, we're all on the same team and working together towards common objectives. Higher headquarters should be asking subordinate units "How can we help?" and work to get there.
- Stay in shape and promote healthy lifestyles by example.
- Be positive and have a sense of humor – both are infectious.

I look forward to serving with all of our Marines, Sailors, civilians and families at Marine Corps Installations Command. While there will be no shortage of challenges, I know the professionals at MCICOM are up to the task and together we will meet the aforementioned imperatives. Thank you all for your continued support to our Marine Corps and

Semper Fidelis,

A handwritten signature in black ink, appearing to read "E. D. Banta". The signature is stylized with a large, looped initial "E" and a long, sweeping stroke for the "B".

E. D. Banta  
Major General, U.S. Marine Corps  
Commander, Marine Corps Installations Command