



VMM-263

“THUNDER CHICKENS”

COMMANDER’S GUIDANCE



Mission: To support the MAGTF Commander by providing assault support transport of combat troops, supplies, and equipment, day or night under all weather conditions during expeditionary, joint, or combined operations.

Vision: To be the best assault support squadron in the Marine Corps with the callsign “THUNDER” known as a reputable trustworthy unit.

Method: We will leverage our ability to execute our mission through professional detailed planning embedded with Operation Risk Management that is consistent with “Brilliance in the Basics”. We must never forget what our mission is and who we represent by exhibiting our core values of Honor, Courage, and Commitment. The Thunder Chicken warfighting organization shall exemplify these necessary traits listed below for mission success:

- **People: Mission first, people ALWAYS.** Knowing this and treating everyone with dignity and respect is an absolute must. No one shop/division/department within the squadron is more important than the other; it is teamwork that is the metric of success. Mission focus does NOT require any Marine or Sailor to abandon their families. Our families shoulder the burden while we are deployed and are a critical to our success. They take care of you; you will take care of them; we take care of our people.
- **Mindset: Everything starts with attitude.** Change is constant, and challenges in our community are unrelenting as they are accompanied with uncertainty. Even the bravest have a heightened sense of vulnerability within oneself. Belief in our purpose will strengthen our foundation to absorb surprises, overcome obstacles, and endure. It will require toughness, unshakeable resolve, and most importantly each other. Our strong mindsets will allow us power over unforeseen circumstances rather than the reciprocal.
- **Capability: What gets measured gets performed.** Identifying gaps and shortfalls is the starting point. We will grow a robust qualifications cadre and build leadership of aircrew, maintainers, and S-Shop personnel to meet the operational demand signal reinforcing our capacity and proficiency. Focus will rely on expanding out our depth to reach squadron benchmarks.

End state: I envision success as:

1. **Establishing and fostering a climate and culture that’s focused on what deems it special and unique...it’s people**
2. **A highly energized and motivated atmosphere committed to its mission, and willing to endure the “tough” stuff**
3. **Unit growth in leadership, qualifications, and its ability to sustain warfighting readiness**

Closing Comments: I am exceptionally privileged and honored to serve as your Commanding Officer and eager to commence this journey together as we embrace what the future transpires. Together we will prevail through the challenges ahead, continuing the “Thunder Chicken” legacy and contributing to Marine Aviation history. Semper Fi!

Lieutenant Colonel Sean F. Rafferty
Commanding Officer, Marine Medium Tiltrotor Squadron 263

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