

INFORMATION PAPER

IMWR-FP
8 Jul 09

SUBJECT: The Army Family Action Plan (AFAP) Process

1. Purpose. To provide information on the Army Family Action Plan.
2. Facts. The AFAP creates an information loop between the global Army Family and leadership and is a powerful tool for Soldiers, retirees, Department of Army (DA) Civilians, Families and leaders. Information provided through the AFAP process gives commanders and leaders insight into current satisfaction detractors, quality of life needs, and expectations of Army constituents. Leadership uses the information to effect changes that improve standards of living and support programs that foster satisfied, informed, resilient individuals. To date, AFAP results include 112 legislative changes, 159 Army and Office of the Secretary of Defense policies changed, and 178 changes to programs and services.
 - a. The AFAP process begins at the garrison level culminating in an annual conference to examine and resolve issues. The AFAP delegates develop issues through workgroup discussion. Those that can be resolved locally are worked at that level. Issues that cannot be resolved by the local commander are forwarded to the mid-level conference which is hosted by Army Commands, Army Service Component Commands, and Direct Reporting Units. At the mid-level, delegates work issues that were not resolved at the local level. Those issues with Army wide applicability are forwarded by Mission commanders to the Family and Morale, Welfare and Recreation Command to be reviewed by delegates at the Headquarters Department of the Army (HQDA) AFAP Conference.
 - b. Similar to the local and mid-level AFAP conferences delegates at the HQDA AFAP conference represent every demographic group (Active, National Guard, and Army Reserve Soldiers, Families, retirees, and DA Civilians). Representatives from each major commands, Army Service Subordinate Commands, and the Reserve Component are also represented at the HQDA conference. At the end of the conference, delegates report their issues and recommended solution to leadership for adoption into the HQDA AFAP plan.
 - c. Once adopted into the HQDA AFAP, the issues are assigned by the Director of the Army Staff to the appropriate Army staff office to be worked toward resolution. Action officers develop a cost analysis and an action plan to resolve the issue and identify a completion date for each stage of the action plan. The top five conference issues are presented at the summer GOSC.

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d. The AFAP GOSC consisting of General Officer and SES Army members serves as the review board to ensure that AFAP issues are thoroughly worked to resolution by the appropriate functional proponent. The AFAP GOSC meeting takes place twice a year, once in the summer and once in conjunction with the winter HQDA AFAP Conference. The GOSC is chaired by the Vice Chief of Staff, Army (VSCA) who leads discussion, and determines the final issue resolution: *Active* (issue still working, VCSA provides direction); *Completed* (issue resolved-recommendation or “best solution” attained); or *Unattainable* (issue cannot be resolved at this time because of absence of Service or Congressional support, resource constraints).

Prepared by: Ronnie Thomas, 703-681-3861
Approved By: Lynn McCollum, 703-681-5375