



# RHUMB LINES

*Straight Lines to Navigate By*



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## Family Readiness – Recruit a Sailor, Retain a Family

*“We are familiar with the concept and importance of unit readiness and personal/personnel readiness. We must articulate and provide a third and essential part of readiness--family readiness. To do that we need to understand and treat family readiness as the very foundation of support for our Navy Total Force. Our Sailors and Families require a family support network that provides relevant services, and links the Unit, the Family and the Navy to keep them informed of services available, and the means to utilize them.”*

– Adm. Jonathan W. Greenert, Vice Chief of Naval Operations

Family readiness is a cornerstone of warfighting readiness. The development and delivery of timely and effective family support programs and quality of life benefits are vital to ensuring the welfare of a Sailor’s family. A strong and nurtured family support structure enables Sailors to serve and excel, and reinforces the foundation for success.

### Family Readiness Promotes Mission Readiness

As Navy families evolve to meet the demands of today’s environment and as Sailors answer the call of increased mission requirements, the Navy continues to evaluate and address family needs in order to sustain family readiness.

- Family readiness affects job satisfaction, performance and personnel retention. It is a key element to overall mission performance because a Sailor’s strength and commitment originates from and remains with the family.
- The Navy’s continued focus on family readiness is yielding positive trends in family satisfaction. According to Spouse Personal and Family Readiness surveys conducted since 2006, more than 66% of spouses of junior personnel and 80% of spouses of senior personnel support their Sailor staying Navy. There has also been an increase in the number of junior enlisted and junior officer families who are “able to make ends meet without much difficulty” and the number of enlisted and junior officer families who are “satisfied with Navy life.”

### Family Readiness in 2010

In addition to the family readiness assistance [programs](#), [benefits](#), and services currently available to Navy families, which include child care, legal counseling, [moving assistance](#) and quality [healthcare](#), the Navy is taking additional steps in 2010 to expand its programs and services.

- To keep them current on available services and how to use them, Sailors and their families require information that links the command, the family and the Navy. The Navy is engaging its members in social media including [Facebook](#), [Twitter](#) and [Navy for Moms](#).
- To support the growing demands placed upon military families, Child Development Centers are increasing capacity by 7,000 spaces in fiscal year (FY) 2010 to reduce waiting list times to one to three months. In addition, by the end of fiscal year 2010, all [Fleet and Family Support Centers](#) will have a staff member trained to assist with the [Exceptional Family Member Program](#).
- Support for active duty and reserve IA Sailors and their families is available throughout the deployment cycle through several [Individual Augmentee Spouse support](#) websites to include [post deployment support](#).
- The Navy’s Operational Stress program provides access to quality comprehensive health services in support of physical and psychological health for Sailors and their families.

### Key Messages

- Family readiness is a cornerstone of warfighting readiness and has a direct impact on job satisfaction, job performance and personnel retention.
- The Navy’s family readiness programs, policies and services continue to evolve to meet the needs of our Sailors and their families.
- Sailors must engage their command and their family in order to take full advantage of the family readiness programs and benefits the Navy offers.

### Facts & Figures

- Fifty-six percent of active duty Sailors and 66 percent of reserve Sailors have families who qualify for Navy benefits.
- More than 30 direct family support services and quality of life programs and benefits are available to military families.
- The Command Ombudsman program has provided vital, two-way communication links between commands and families for 40 years.