

FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) MODDER, WESLEY J		2. Grade/Rate LT	3. Desig 4100	4. SSN [REDACTED]
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>	6. UIC [REDACTED]	7. Ship/Station CNSWC CORONADO CA		8. Promotion Status REGULAR
			9. Date Reported 08JUN30	

Occasion for Report		10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		Period of Report	
				14. From: 08JUN01 15. To: 09JAN31	

16. Not Observed Report <input type="checkbox"/>	Type of Report	17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>	20. Physical Readiness P/WS	21. Billet Subcategory (if any) NA
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22. Reporting Senior (Last, FI MI) WINTERS, E G	23. Grade RDML	24. Desig 1130	25. Title COMMANDER	26. UIC [REDACTED]	27. SSN 000-00-0000
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28. Command employment and command achievements.
 Naval Special Warfare Command (Echelon II) manages several major subordinate commands and develops strategy, doctrine and tactics for Naval Special Warfare forces supporting Fleet and Joint Special Operations worldwide.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
FORCE CHAPLAIN PRI: NSW Force Supervisory Chaplain ECH II for East and West Coast RMT's-7. NSW Center BUD's Command Chaplain ECH III-7. SWCC Command Chaplain-7. Provides ministry to 8,400 deployed/deploying NSW Operators, their families and support staff. Supervises 4 Chaplain's and 7 RPs. LV/TT: 08JUN01-08JUN29.

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)	30. Date Counseled NOT REQ	31. Counselor	32. Signature of Individual Counseled
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PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.		- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.		- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.		- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.

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PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	- Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices.		- Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment.		- Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others.
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	- Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Warfare skills in specialty are below standards compared to others of same rank and experience.		- Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience.		- Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience.
NOB <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

CAMP DAVID **PG SCHOOL**

41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.

*** MUST SELECT FOR O4! PERFORMING ABOVE THAT LEVEL NOW! ***

CONSUMMATE CHAPLAIN. EXCELLENCE CONTINUES. Chaplain Modder distinguished himself by excelling as an O5 level supervisory chaplain for over 8000 personnel among Echelon II, III, and IV commands in CONUS and forward deployed to the COMBAT ZONE. A mentor whose understanding, spirituality and pluralistic ministry reached out to all.

- **EXCEPTIONAL LEADER.** Fills a dual role as the FORCE CHAPLAIN and schoolhouse Chaplain, expertly balancing needs among a widespread force of operators, staff and students.
- **EXTRAORDINARY TEACHER AND MENTOR.** Contributed to a multifaceted Command Religious Program featuring ever-expanding involvement and participation. A mission critical member of the NSW Community, making several home and hospital visitations.
- **FLAWLESS DECKPLATE INTERFACE.** Visited SEAL Team men and women in the combat zone. Over 233 counseling sessions and 21 field services this period.
- **TEAM PLAYER.** Successful organization of Echelon II Chaplains, securing cooperation for component ministry coverage to deployed SPECWAR personnel. Chaplain Modder in a very short time has managed a command religious program of ever increasing stature and outreach during a time of high OPTEMPO and war. Truly a trusted teammate, minister and mission enhancing contributor to NSW's role in the War on Terror. He has my strongest possible recommendation for immediate promotion. **MAKE HIM A LCDR NOW!**

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMNAVSPECWARCOM 2000 TRIDENT WAY SAN DIEGO CA 92155-5599
42. INDIVIDUAL						X	
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	0	0	1	

45. Signature of Reporting Senior Date: 15 FEB 09	46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/>
Member Trait Average: 4.33 Summary Group Average: 4.33	Date: 5 MAR 09

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report

Date: _____