

# FITNESS REPORT & COUNSELING RECORD (W2-O6)

RCS BUPERS 1610-1

|  |  |   |  |  |  |                                       |  |
|--|--|---|--|--|--|---------------------------------------|--|
| 1. Name (Last, First MI Suffix)<br><b>MODDER, WESLEY J.</b>  |  | 2. Grade/Rate<br><b>LCDR</b>  |  | 3. Desig<br><b>4100</b>  |  | 4. SSN<br>[REDACTED]                  |  |
| 5. ACT <input checked="" type="checkbox"/> ETS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>  |  | 6. UIC<br>[REDACTED]  |  | 7. Ship/Station<br><b>11TH MEU</b>                             |  | 8. Promotion Status<br><b>REGULAR</b> |  |
| 9. Date Reported<br><b>13NOV21</b>   |  | 10. Occasion for Report<br>16. Periodic <input type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input checked="" type="checkbox"/> |  | 14. From: <b>13NOV21</b>                                       |  | 15. To: <b>14FEB28</b>                |  |
| 16. Not Observed Report <input type="checkbox"/>   |  | 17. Regular <input checked="" type="checkbox"/>   |  | 18. Concurrent <input type="checkbox"/>                        |  | 19. OpsCdr <input type="checkbox"/>   |  |
| 20. Physical Readiness<br><b>P</b>   |  | 21. Billet Subcategory (if any)<br><b>NA</b>  |  | 22. Reporting Senior (Last, FI MI)<br><b>TROLLINGER, M. G.</b> |  | 23. Grade<br><b>COL</b>               |  |
| 24. Desig<br><b>USMC</b>   |  | 25. Title<br><b>CO</b>  |  | 26. UIC<br>[REDACTED]  |  | 27. SSN<br>[REDACTED]                 |  |
| 28. Command employment and command achievements.<br>To provide command and control for the 11th MEU under I MEF executing Amphibious Raids, Non-Combatant Evacuation Operations, Security Operations, Tactical Recovery of Aircraft and Personnel, Direct Action, Humanitarian/Civic Assistance. |  |   |  |  |  |                                       |  |
| 29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)<br><b>MEU CHAPLAIN</b> PRI: 11th MEU Supervisory Chaplain of BLT, CLB, ACE Religious Ministry Teams - 3; WATCH: 15th MEU - 3; Supervises 3 Chaplains, 1 Enlisted. PFA 13-1.                               |  |   |  |  |  |                                       |  |
| 30. Date Counseled<br><b>NOT REQ</b>   |  | 31. Counselor   |  | 32. Signature of Individual Counseled                          |  |                                       |  |

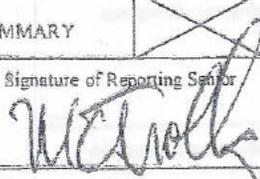
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)

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

# FITNESS REPORT & COUNSELING RECORD (W2-O6) (cont 'd)

RCS BUPERS 1610-1

| 1. Name (Last, First MI Suffix)<br><b>MODDER, WESLEY J.</b>   |   | 2. Grade/Rate<br><b>LCDR</b> |  | 3. Desig<br><b>4100</b>  |   | 4. SSN<br><b>[REDACTED]</b> |   |
|---|---|------------------------------|--|--|---|-----------------------------|---|
| PERFORMANCE TRAITS  | 1.0*<br>Below Standards   | 2.0<br>Pro-<br>gressing      | 3.0<br>Meets Standards   | 4.0<br>Above<br>Standards  | 5.0<br>Greatly Exceeds Standards  |                             |   |
| 38. LEADERSHIP:<br>Organizing, motivating and developing others to accomplish goals.  | - Neglects growth/development or welfare of subordinates.<br>- Fails to organize, creates problems for subordinates.<br>- Does not set or achieve goals relevant to command mission and vision.<br>- Lacks ability to cope with or tolerate stress.<br>- Inadequate communicator.<br>- Tolerates hazards or unsafe practices. |                              | - Effectively stimulates growth/development in subordinates.<br>- Organizes successfully, implementing process improvements and efficiencies.<br>- Sets/achieves useful realistic goals that support command mission.<br>- Performs well in stressful situations.<br>- Clear, timely communicator.<br>- Ensures safety of personnel and equipment. |  | - Inspiring motivator and trainer, subordinates reach highest level of growth and development.<br>- Superb organizer, great foresight, develops process improvements and efficiencies.<br>- Leadership achievements dramatically further command mission and vision.<br>- Perseveres through the toughest challenges and inspires others.<br>- Exceptional communicator.<br>- Makes subordinates safety-conscious, maintains top safety record.<br>- 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:<br>(Warfare qualified officers only)<br>Basic and tactical employment of weapons systems.   | - Has difficulty attaining qualification expected for the rank and experience.<br>- Has difficulty in ship(s), aircraft or weapons systems employment.<br>- Below others in knowledge and employment.<br>- Warfare skills in specialty are below standards compared to others of same rank and experience.                    |                              | - Attains qualifications as required and expected.<br>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.<br>- Warfare skills in specialty equal to others of same rank and experience.  |  | - Fully qualified at appropriate level for rank and experience.<br>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.<br>- 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)<br>Recommendations may be for competitive schools or duty assignments such as:<br>BCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.             |   |                              |  | REG/DIV FMF  |   | JOINT CMD                   |   |
| 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.                    |   |                              |  |  |   |                             |   |
| Submitted on the occasion of Lieutenant Commander Modder's transfer to the Nuclear Power Training Command in South Carolina.  |   |                              |  |  |   |                             |   |
| **CRITICAL MEMBER OF THE 11TH MEU TEAM  |   |                              |  |  |   |                             |   |
| -SUPERIOR PERFORMANCE! Chaplain Modder in a short time onboard developed a Spiritual Fitness Program for the MEU with over 2,400 Marines and Sailors, as the MEU began a challenging Pre-Deployment Training Program in preparation for the deployment.               |   |                              |  |  |   |                             |   |
| -ESSENTIAL ADVOCATE: Provides sound expert advice as lead of the Force Preservation Council in the Command Element directly impacting my staff and the command's mission readiness preparing for deployment. Enhances and partners with the Family Readiness Program. |   |                              |  |  |   |                             |   |
| -Invested in Marines and Families by providing Applied Suicide Intervention Skills Training for the ACE which is preparing for deployment. 28 Counseling cases, 18 Religious Services, 4 Official Chaplain Services this period.<br>Strong Pastoral Example.          |   |                              |  |  |   |                             |   |
| **RECOMMENDED FOR PROMOTION TO COMMANDER**  |   |                              |  |  |   |                             |   |
| Promotion Recommendation  | NOB   | Significant Problems         | Progressing  | Promotable   | Must Promote  | Early Promote               | 44. Reporting Senior Address  |
| 42. INDIVIDUAL  |   |                              |  |  | X   |                             | COMMANDING OFFICER<br>11TH MEU<br>BOX 555361<br>CAMP PENDLETON, CA 92055-5361 |
| 43. SUMMARY   | <input checked="" type="checkbox"/>   | 0                            | 0  | 0  | 1   | 0                           |   |
| 45. Signature of Reporting Senior<br>   |   |                              |  | 46. Signature of Individual evaluated, "I have seen this report, been apprised of my performance, and understand my right to submit a statement."<br>I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/> |   |                             |   |
| Date: 10 MAR 14   |   |                              |  | Date: 10 MAR 14  |   |                             |   |
| Member Trait Average: 4.50  |   | Summary Group Average: 4.50  |  |  |   |                             |   |
| 47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report   |   |                              |  |  |   |                             |   |
| Date:   |   |                              |  |  |   |                             |   |



UNITED STATES MARINE CORPS

11TH MARINE EXPEDITIONARY UNIT  
MARINE EXPEDITIONARY FORCE, MARFORPAC  
BOX 556361  
CAMP PENDLETON, CA 92055-5361

IN REPLY REFER TO:  
1610  
CO  
12 Oct 14

From: Commanding Officer, 11th Marine Expeditionary Unit  
To: Commander, Navy Personnel Command (PERS-32)

Subj: FITNESS REPORT LETTER SUPPLEMENT

1. Identification of original report

- a. Member (blocks 1-4): MODDER, WESLEY J, LCDR, 4100, [REDACTED]
- b. Period (blocks 14-15): 13NOV21 - 14FEB28
- c. Reporting senior (block 22): TROLLINGER, M. G.

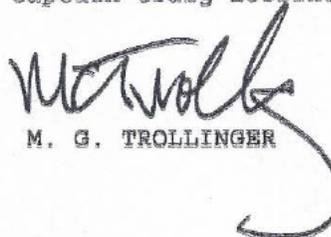
2. Changes and supplements (with justification)

a. Block 42: Change promotion recommendation to Early Promote vice Must Promote. The Must Promote recommendation was due to an oversight by the RS. The promotion recommendation of Early Promote is more consistent with the service member's performance.

b. Block 43: Change summary group to 1 Early Promote vice 1 Must Promote.

3. Promotion Recommendation Summary Group Information. I certify that no modifications to reports on other members are required.

4. Point of contact is the Adjutant, Captain Craig Zoellner at (760) 763-0268.

  
M. G. TROLLINGER