



The Arapahoe Sertoman

THIS WEEK IN REVIEW Dec 27, 2018
This week's Reporter – Don Smith

Song: Phil Grimm **Pledge:** Dave Miley **Prayer:** Rev. Robinson

Guests: Tim Dubus, Rev. Robinson's LSC; Mike Makaroff - Submitted an application and check today for membership.

Fines: n/a

Announcements: Last meeting for 2018. We lost one member, David Penland in February, one or 2 others moved away and another had to move to a care facility.

Bob Stein visited with Norm Schillo this morning and reports Norm is doing as well and is still waiting for a room in the minimal care area. He had a lot of grandkids/great grandkids to visit with this Christmas season.

Bob also reported he received a call from Jim Rees who is doing well, his wife not so well but is getting settled in and wished us all a Merry Christmas and Happy New Year.

Bronco's winners last week: Pollak, Alice Perkins, Benton²

This week's game: Broncos v LA Chargers

Last week I reported the hat was passed around and Gary presented our food caterer with a little gift. I didn't include his name because I didn't know it but it is Salvador.

It was decided at the Board Meeting that we should have a SOD on the second meeting of each month (except January because of no program scheduled).....minimum. This will help the guys that provide programs and get a little more participation from the members. If there is no program or they don't show up on the other dates, the next person up for SOD please step up and present yourself.....again. I entered the next couple members that are up to the calendar, see below.

Use this service to send large files: www.filemail.com. You can send large files and you don't have to sign up for anything but for the free service, your only limited in how many times a day you can use the service.

The Foundation still has a Cemetery plot & Burial Vault at Chapel Hill Cemetery in Centennial. Contact Carl or Tim if interested. When I get the link for Craig's list I will send it out.

Put your thinking caps on and come up with ideas for programs. Our Directors are running out of ideas. Also, how about some club events?

Doug Harder is our new Membership Director and handed out a sheet with places to enter names or places to find potential new members. Everyone is expected to participate.

Our New Web link...<https://arapahoertoma.org/> built with the help of Karie Farr, whose business is www.ideashop.com .

Sertoman of the Day: No SOD because we have a program.

Program: Bill Benton introduced a returning speaker, Bob McCaslin. Mike was an Englewood City Councilman among other things and when he was deciding on what to do when he retired, he bought a background and drug testing company, Integrity Plus Background Screening & Drug Testing. Bob is also a well-known umpire around the state and has many stories to tell about that and being on the City Council. Bob is a lively speaker and didn't run out of stories so I guess he will have to come back again to carry on.

Integrity testing involves a series of questions, some similar in nature to others, that simply asks a person to select from options or provide a written description of their personal use in the past, regarding issues such as use of drugs or alcohol on the job, theft from employers, general attitude toward employers, etc. Many people feel uncomfortable asking job applicants these types of questions, and it is even more difficult to assure we remember to ask every applicant the same questions, in the same way, and evaluate their responses objectively. Should we fail, it could be considered discriminatory. Thus allowing the Online Integrity Test to provide the much needed information when evaluating personnel.

With regards to theft...

High-quality integrity assessments are a valid, convenient, economical, accurate, free from adverse impact, and typically noninvasive tool. Specifically, they are more economical and convenient than other screening. As the science of psychometrics has advanced, the assessments have become increasingly accurate in predicting the work performance they are designed to identify. These tests have demonstrated the ability to select applicants without discriminating against protected groups. This freedom from adverse impact is in contrast to most other traditional screening techniques such as interviews, intelligence tests, and records checks, which research and recent court decisions have shown to at times be discriminatory.

<https://integrityplusscreening.com/> Listen to Bob McCaslin.mp3

Upcoming programs and events:

[Sertoma Area Calendar](#)

Arapahoe Calendar:

- Jan 10 – Tom Scanion – Freedom Service Dogs
- Jan 17 – Magic Moments – Bob Mitchell
- Jan 24 – Randy Smith
- Jan 31 – Zach Zells, Modern Audiology Lakewood

[Future Programs:](#) [Past programs.pdf](#) [Club history](#)

Upcoming SOD list

- Jan 3 - Bob Buckland
- Feb 14 – Rick Campbell
- Mar 14 – Glenn Combellick
- Apr 11 - Carl Duncan

If you are not the next up, please be ready to take that spot if that person is not here.

Flying Five: n/a **Pot of Gold:** Bill Benton **Hand Shake:** n/a