

Cub Scout Family Orientation Guide





DEL-MAR-VA COUNCIL BOY SCOUTS OF AMERICA www.delmarvacouncil.org



Pack Number:	Den Number:
Pack Meeting Location:	
Pack Meeting Day:	
Den Meeting Location:	
Den Meeting Day:	
Den Leader:	
Phone:	
Email:	
Phone:	
Email:	
Phone:	

Cub Scouts - Do Your Best.[™] Have Fun Doing It.



The best way to find out what you do best is to do it. Swing a bat. Pitch a tent. Build a Pinewood Derby® car. Cub Scouts are at that magical age where everything is new and possible and most important, fun! They live in a world of "firsts" — first home run, first campfire, first checkered flag — where their game plan is their imagination.

Their most valuable rewards are the friends they make for life and a parent's proud smile. These are invaluable experiences that can be had in Scouting. These are life lessons that transform today's Cub Scouts into tomorrow's Boy Scouts.

THE CUB SCOUT PACK

I. Each Scout is a member of a Den which:

- A. Has five to nine boys.
- B. Meets weekly as scheduled by the leader.
- C. Includes games, crafts, skits, songs, ceremonies and periodic field trips.

II. Each Den is part of a Pack which:

- A. Generally meets once a month.
- B. Led by the Cubmaster.
- C. Pack meetings follow a suggested theme that have games, skits, songs, ceremonies, and presentations of awards.

III. Each Pack is run by a Pack Committee

- A. Made up of Den Leaders, Pack leaders, and parents.
- B. The committee meets once a month or as needed.
- C. The committee selects leadership, performs record keeping, manages Pack finances, orders awards, maintains equipment, and plans activities.

IV. Each Pack is owned by a Chartered Organization

- A. Chartered Organizations include parent-school organizations, religious organizations, service clubs, and others interested in youth development.
- B. The Chartered Organization approves leadership, helps secure a meeting place and keeps the Pack within both their guidelines and policies and those of the Boy Scouts of America.
- C. The Chartered Organization selects a Chartered Organization Representative (a liaison between the Pack and the Chartered Organization).

Bobcat Requirements

All boys joining Cub Scouts in grades 1 – 5 must earn their Bobcat badge before they can earn the rank of Tiger, Wolf, Bear or Webelos. The Bobcat requirements are:

1) Learn and say the Scout Oath, with help if needed.

On my honor I will do my best To do my duty to God and my country and to obey the Scout Law; To help other people at all times; To keep myself physically strong, mentally awake, and morally straight.

- 2) Learn and say the Scout Law, with help if needed.
 - A Scout it Trustworthy, Loyal, Helpful, Friendly, Courteous, Kind, Obedient, Cheerful, Thrifty, Brave, Clean and Reverent.
- 3) Show the Cub Scout sign. Tell what it means.



- The Cub Scout sign is made with the right arm held high and straight up above the shoulder, with the index and middle fingers forming a V. The other fingers are held with the thumb. The two extended fingers stand for the parts of the Cub Scout Promise, "to help other people" and "to obey." They also stand for the two alert ears of a wolf. This is the sign of Cub Scouts all over the world. The Cub Scout sign should be given when repeating the Cub Scout Promise or Law of the Pack. When The Cub Scout sign is up, the group should become quiet and listen.
- 4) Show the Cub Scout handshake. Tell what it means.
 - Using your right hand, place your first two fingers along the inside of the other Scout's wrist. This means that you help each other remember and obey the Scout Oath and Law.



- 5) Say the Cub Scout Motto. Tell what it means.
 - The Cub Scout Motto is Do Your Best. Cub Scouting teaches boys that doing your best is important, not winning. What one boy is capable of doing when trying his best may not be the same as other boys, and each should be viewed based on their effort, not their ability.
- 6) Show the Cub Scout Salute. Tell what it means.



- The salute is made by joining the index and middle fingers of the right hand (holding the other fingers with the thumb) and touching the extended fingers to the cap visor or forehead. The hand is held the same as for the Cub Scout sign, except the two fingers are together. The Cub Scout salute is used to salute the flag when in uniform and to show respect to den and pack leaders. It can be used when greeting other Cub Scouts.
- 7) With your parent or guardian, complete the exercises in the pamphlet *How to Protect Your Children From Child Abuse*: A Parent's Guide—Bobcat Requirements.

It's Time To Go Camping!

CHECK OUT THE FALL SPOOKTACULAR CUB FAMILY WEEKENDS RODNEY, HENSON, & AKRIDGE SCOUT RESERVATIONS!



- Rodney Scout Reservation
 October 6-8, 2017
- Henson Scout Reservation
 October 13-15, 2017
- Akridge Scout Reservation
 October 20-22, 2017
- Rodney Scout Reservation
 October 27-29, 2017

Where To Go Camping

In addition to serving more than 10,000 Scouts and 3,000 adult volunteers in and around Delmarva, your Council operates three great camping properties that offer year-round opportunities for your Scout.

HENSON SCOUT RESERVATION



Located near Rhodesdale Maryland, Henson Scout Reservation is an 1,880 acre facility located along the beautiful banks of the Nanticoke River. Offering year round camping and program opportunities for Cub Scouts and Boy Scouts, it is an ideal place for Scouting.

AKRIDGE SCOUT RESERVATION



85 acres of the former Kesselring family farm, the new Scout Camp is bordered by two county parks, an elementary school and many suburban neighborhoods. The Kesselring family wished for their family's legacy of caring for the earth to continue and take on new form as open recreation space. The property is in Kent County, just south of the city of Dover and north of the town of Wyoming. The centerpiece of the property is an 8 acre manmade lake. The lake has a 1,000 seat amphitheater, fishing dock and an island.

RODNEY SCOUT RESERVATION



Located on over 900 acres of rolling upland woodlands at the head of the Chesapeake Bay, Rodney Scout Reservation boasts over a mile of prime bay frontage. It has been in continuous operation since 1923. Rodney is located in Cecil County Maryland, only a short drive from I-95 and MD RT-40 in the town of North East.



What does Scouting cost?

There really is no definite answer to what Scouting costs as it simply depends on your son's participation at various events. While most packs do have Pack Dues** that may range from \$50 to \$200 dollars each year, you will need to inquire as to what they cover.

At minimum, each boy in Scouting will need a uniform shirt (\$35) and a handbook (\$13). Each year, he will need a new handbook, neckerchief and slide (\$25-\$30); but other uniform parts remain the same for grades 1 - 3. When a boy enters a Webelos den (4th grade), he will need to obtain a new khaki-and-olive uniform.

There will be many different field trip and camping opportunities, some of which maybe included in your Pack Dues, but here area a few camping opportunities offered to every Scout by the Del-Mar-Va Council.

Fixed Costs for All Scouts

<u>Registration</u> \$24.00 / Year

<u>Boys' Life Magazine</u> \$12.00 / Year

Full Uniform \$80-\$100

<u>Handbook</u> \$13.00

Cub Family Weekend \$38.00+ / person • Day Camp \$170.00 / Week • Resident Camp \$199 / session

Additional supplies and equipment may be needed for certain activities. What equipment, as well as whether it will be provided by the pack, will vary so check with your leaders about what the pack may provide.

Scouting teaches a boy to earn his way. There will be several opportunities for your son to do this through organized fundraisers, check with your pack to see how participation in the fundraiser helps defray some of the costs.

- Council Wide Initiatives:
 - o Popcorn this sale occurs in the fall and the pack get 35-40% of the proceeds
- Unit Fundraisers these are things like spaghetti dinners, sales of things such as candy bars, etc

The Cub Scout pack may provide additional assistance to families. Some packs operate a uniform exchange. Some packs will award boys rank-specific uniform components (hat and neckerchief) and/or the program books needed each year—so parents should inquire before purchasing the items themselves.

Additionally, funds may be available from the De-Mar-Va Council to assist where there is a financial hardship. Specific funding is available to cover items such as the cost of camping, registration and uniforms. Ask your pack leader to contact your District Executive for the procedure to request assistance.

**Pack dues vary from pack to pack and may cover a wide variety of items. While it's hard to be all inclusive, here's a few things that they may cover, see your leader for specifics.

- Den Activity Funds for use towards activities (crayons, glue, paper, kits, etc) at den meetings.
- Pack Administration such as: Annual Registration and Re-Charter, Licensing, etc
- Advancements badges, awards, etc.
- Specific Pack events: Blue and Gold, Summer Picnic, Pinewood Derby, or other outings.
- Pack t-shirts or other uniform parts and handbooks.

The Scout Uniform

The Boy Scouts of America is a uniformed organization. The uniform helps create a sense of belonging while giving members a sense of identification and commitment. The uniform symbolizes character development, citizenship training, and personal fitness.

- Personal equality The uniform represents a democratic idea of equality, bringing people of different backgrounds together in the Scouting tradition.
- Identification The uniform identifies members as a visible force for good in the community. When properly worn, the uniform builds good spirit.
- Achievement The uniform shows responsibility and achievement. A Scouts accomplishments are recognized by the insignia worn on their uniform.
- Personal commitment The uniform is a constant reminder to all members of their commitment to the ideals and purpose of Scouting. It is a way of making visible a members' commitment to a belief in God, loyalty to country, and helping others at all times.

ITEM	SIZE	SIZE		*PRICE	
Clothing					
Lion T-shirts			\$9.99		
Cub Scout Shirt (short sleeve)	small – 2XL		\$24.99	\$24.99	
Cub Scout Switchback 2 [™] Pants	4 – 36 Husky		\$24.99	\$24.99	
Webelos Shirt	youth sizes sn	nall – large	\$29.99	\$29.99	
Webelos Switchbacks - Canvas	8 - 36 Husky	8 - 36 Husky		\$34.99	
Insignia					
Council Shoulder Patch			\$3.70		
World Crest				\$1.99	
Unit Number			\$1.49 each	\$1.49 each	
Den Numbers			\$1.49		
Cub Scout Web Belt			\$9.99		
Tiger Web Belt			\$9.99		
Webelos Web Belt			\$12.99		
Neckerchief	Program	Price	Program	Price	
Neckerchief	Tiger	\$8.99	Wolf	\$8.99	
	Bear	\$8.99	Webelos	\$9.99	
Neckerchief Slides	Tiger	\$5.99	Wolf	\$5.99	
	Bear	\$5.99	Webelos	\$5.99	
Handbooks					
Handbooks	Lion	\$9.99	Tiger	\$12.99	
	Wolf	\$12.99	Bear	\$12.99	
	Webelos	\$12.99			

* Listed prices are suggested retail prices in Scoutstuff.org at the time of printing. Prices are subject to change and may vary by location.

Where is Your Scout Shop? DEL-MAR-VA COUNCIL

Wilmington Scout Shop 912 Justison Street Wilmington, DE 19801 Phone: 302-622-9120 Henson Scout Shop 5700 Nanticoke Road Rhodesdale, MD 21659 Phone: 410-202-0053 Ext. 509 Dover Army Navy Store 222 West Loockerman Street Dover, DE 19904 Phone: 302-736-1959







Cub Scouts celebrate the birthday of Cub Scouting during Scouting's Anniversary Week in February with a birthday party called the blue and gold banquet. It is the highlight of the year and brings families together for an evening of fun and cheer. The purpose of the blue and gold banquet is to thank pack leaders and other adults who have helped the pack, recognize Scouts for all their accomplishments and inspire everyone. Packs often invite former members and other Scouting or community leaders to take part in their blue and gold banquet. The banquet can be like a regular pack meeting, with songs, skits, stunts, and awards. Or it can be something different and a little more special. Many packs bring in an entertainer such as a magician or a storyteller.





Join the ranks of millions of Cub Scouts who have stood in the derby winner's circle. Cub Scouts have been building their own cars and competing in Pinewood Derby® events since 1953! At the heart of this event's success is the process itself - bonds are strengthened as the Cub Scout partners with a parent or adult mentor to design, carve, paint, weigh, refine, and race the car. In addition, Cub Scouts build confidence and take pride in their own growing skills and hard work. So enjoy the ride!



DID YOU KNOW: 92% of Scouting parents on the Delmarva Peninsula, agree that Scouting provides opportunities for them to be involved in the program (i.e. attend campouts/outings/meetings, provide input, help with earning achievements, etc.).

Source: Parent Engagement Survey, Qualtrics

The Advancement Plan

A Cub Scout den provides your son with a group of boys his own age in which he can earn awards and recognition. In the den, he will also gain a sense of personal achievement for the new skills he learns. Each Cub Scout learns to respect his home, country, God, and other people. Some advancement requirements are done at den meetings but most are done at home with the family.



LION

The Lion rank is for boys who are in kindergarten or are age 5. To earn the Lion badge, a boy must complete five required adventures. As the boy completes each adventure, he will

receive a sticker for his Lion Adventure Book. When the Scout has completed the 5 required adventures, he can receive the Lion badge. After he has earned the Lion badge, a Lion Scout can work on the remaining 7 elective adventures until he finishes kindergarten.



TIGER

The Tiger rank is for boys who are in first grade or are age 7. To earn the Tiger badge, a boy must complete six required and one elective

adventure. As the boy completes each adventure, he will receive an adventure loop, which he can wear on his belt. When the boy has completed the seven required adventures, he can receive the Tiger badge.

After he has earned the Tiger badge, a Tiger Scout can work on the remaining 12 Tiger electives until he finishes first grade (or turns 8 years old). Elective adventures show him new hobbies and teach him skills. When he completes an elective adventure, he receives an additional adventure loop.



WOLF

The Wolf rank is for boys who have finished first grade (or who are 8 years old). To earn the Wolf badge, a boy must complete six required and one elective adventure. His parent or

guardian and Den Leader approves each requirement by signing his book, and the boy receives an adventure loop for each adventure. When the boy has met all requirements, the Wolf badge is presented.

After he has earned the Wolf badge, a Wolf Scout can work on the remaining 12 Wolf electives until he finishes second grade (or turns 9 years old).



BEAR

The Bear rank is for boys who have finished second grade (or who are 9 years old). To earn the Bear badge, a boy must complete six required and one elective adventure.

His parent or guardian and Den leader approves each requirement by signing his book, and the boy receives an adventure loop for each adventure. When the boy has met all requirements, the Bear badge is presented.

After he has earned the Bear badge, a Bear Scout can work on the remaining 12 Bear electives until he finishes third grade (or turn 10 years old).



WEBELOS

Webelos Dens are for boys who have completed third grade (or reached age 10). Webelos Scouts get to work on the five required Webelos adventures and choose two of the 18 elective adventures that are shared by the Webelos and Arrow of Light ranks.

When a boy has done the requirements for an adventure, the Webelos Den Leader, rather than a parent, approves most of the adventures. For each adventure a boy completes, he receives a pin to wear on the Webelos colors or on his hat. After completing seven adventures, including five required adventures and two elective adventures, a Scout can receive the Webelos badge.

After he has earned the Webelos badge, a Webelos Scout can work on the remaining 18 shared Webelos and Arrow of Light electives until he finishes fifth grade (or turns 11 years old).



ARROW OF LIGHT

The highest rank in Cub Scouting is the Arrow of Light. Earning this rank

prepares a Webelos Scout to become a Boy Scout. Scouts must complete four required adventures and three elective adventures to earn the Arrow of Light rank. For each adventure a boy completes, he receives a pin to wear on the Webelos colors or on his hat.

The Arrow of Light badge is the only Cub Scout badge that can be worn on the Boy Scout uniform when a boy graduates into a troop.

Pack Volunteer Leadership

Volunteer leaders are examples of Scouting's principle of service to others and are also essential to making sure every boy has the opportunity to participate in a great Scouting program. Naturally, parents are the primary source of leaders in Scouting. Volunteering not only gives you a chance to serve Scouting, but also to help your son and his friends, and to be a positive influence on the youth in your community.

DEN LEADER(S)

Leads the den at weekly den and monthly pack meetings. Attends the pack leaders' meeting.

CUBMASTER

Helps plan and carry out the pack program with the help of the pack committee. Emcees the monthly pack meeting and attends the pack leaders' meeting.

PACK COMMITTEE

Pack committee members (positions listed below) perform administrative functions of the pack.



PACK COMMITTEE POSITIONS

COMMITTEE CHAIR Presides at all pack committee meetings. Helps recruit adult leaders.

SECRETARY/TREASURER Maintains financial records and meeting minutes for the pack.

ADVANCEMENT CHAIR Maintains advancement records for the pack. Orders and obtains all badges and insignia.

PACK TRAINER Ensures that all leaders of the pack are trained.

MEMBERSHIP CHAIR

Conducts Join Scouting Night programs at local schools, churches and other appropriate areas.

PARENT HELPERS

"One shot" program jobs such as coordinating pack participation in popcorn sales, Scouting for Food, Pinewood Derby, Blue and Gold Banquet, day camp, etc.

Training Every Scout Deserves Trained Volunteers.

Volunteering in your son's Cub Scout Pack is a great journey where you two will share many lifelong memories. The first step in that journey is to become trained so you will have the tools to put on a quality program. You must complete required training courses within 30 days of volunteering. There are many supplemental trainings that we offer to continually help build skills. Here is a brief description of a few training courses. (Those that are required are indicated with an asterisk.) You can take all required trainings online. Just go to **www.My.Scouting.org** and create an account. You can find these and other trainings under the Training Tab.

YOUTH PROTECTION TRAINING*

The Boy Scouts of America places the greatest importance on creating the most secure environment possible for our youth members. This training covers the Boy Scouts of America's Youth Protection policies, kinds of abuse, how to respond to disclosure of abuse, and proper reporting procedures. In order to volunteer in the Boy Scouts of America, Youth Protection Training is required every two years.

FAST START TRAINING

The course introduces the aims and methods of the Boy Scouts of America's program. Subsections of the course will brief anyone new to the job of Tiger Cub Den Leader, Den Leader, Webelos Den Leader, or Cubmaster. You will learn the standard parts of the meeting and where additional resources can be found. This course typically takes less than an hour to complete and should be done prior to a leaders first meeting with their Scouts.

LEADER POSITION-SPECIFIC TRAINING*

"Job Specific" training is designed to present in-depth information in a specific position such as Den Leader, Cubmaster, etc. This course is offered online and in person, Be sure to ask your Pack trainer for an upcoming training date or check the Council website.

THIS IS SCOUTING

"This is Scouting" builds on the foundations established in "Fast Start" Training and goes into greater detail on youth development, boy behavior, program planning, activities and the purpose of the programs.

CUB COLLEGE

Cub College is a training conference that offers a time for all new, prospective, and experienced volunteers to learn new things, share ideas and see what the other Packs are doing. All courses are designed to be hands-on and interactive in order help improve skills, boost confidence and gain enthusiasm for Cub Scouting.

Where To Find Help

Being a volunteer is fun, challenging, and rewarding. Your Pack, District, and Council have many people and resources to give you and your son the best possible Scouting experience.

- The Commissioner staff is your "service team." They are a communication link between your pack and the Scouting organization. A Unit Commissioner is assigned to assist your unit and has many years of experience to help you.
- Roundtable is a monthly meeting for all volunteers. You can get help with crafts,



games, skits, and songs for use at den and pack meetings. It's a great place to ask questions and share ideas.

• The staff of the Del-Mar-Va Council can help you. Each district has a District Executive who serves Scouting in your neighborhood. To contact your local District Executive see the phone numbers on page 11.

DID YOU KNOW: 87% of Scouting parents on the Delmarva Peninsula, agree that Scouting is a great program for their child to build and sustain healthy relationships with mentors and other adults.

Source: Parent Engagement Survey, Qualtrics

District Name	Roundtable Information Except For July	Communities Served	Contact Phone (302) 622-3300
Cecil	North East United Methodist Church 308 South Main Street North East, MD 21901 Monday after 1st Wednesday of Every Month at 7:00 PM	Cecil County Maryland	Extension – 117
Choptank	St Mark's United Methodist Church 100 Peach Blossom Lane Easton, MD 21601 2nd Thursday Every Month at 7:00 PM	Dorchester, Queen Anne's, Talbot, Caroline Counties, Maryland	Extension – 205
Iron Hill	LDS Church Newark 500 West Chestnut Hill Road Newark, DE 19702 2nd Tuesday of Every Month at 7:00 PM	Bear, Delaware City, Middletown, Newark, New Castle, Odessa, and Townsend	Extension – 123 or Extension – 107
Powder Mill	LDS Church Wilmington 143 Dickinson Lane Wilmington, DE 19807 2nd Wednesday of Every Month at 7:00 PM	Claymont, Hockessin, Wilmington and Yorklyn	Extension – 114
Sussex	Grace United Methodist Church 7 South King Street Georgetown, DE 19947 2nd Tuesday of Every Month at 7:00 PM	Sussex County, Delaware	Extension – 202
Tri County	LDS Church Salisbury 106 Greenlawn Lane Salisbury, MD 2nd Thursday of Every Month at 7:00 PM	Worcester, Wicomico, Somerset Counties, Maryland	Extension – 206
Two Bays	LDS Church Dover 237 Lebanon Road Dover, DE 19901 2nd Tuesday of Every Month at 7:00 PM	Kent County Delaware, Kent County Maryland and upper Queen Anne's County	Extension – 126 or Extension – 132
Virginia	Market Street United Methodist Church 75 Market Street Onancock, VA 23417 2nd Thursday of Every Month at 7:00 PM	Northampton County, Accomac County, Virginia	Extension – 208

WHAT IS ROUNDTABLE?

These monthly meetings are designed to be "help sessions" where you can gather and share information. Adults meet together to discuss relevant issues in Scouting today.

WHO SHOULD ATTEND ROUNDTABLE?

The short answer is "YOU!" All volunteers are welcome to attend.

WHY SHOULD YOU ATTEND ROUNDTABLE?

- Become informed about what is going in Scouting.
- Learn about resources in the community.
- Get ideas to help plan your program.
- See examples of skits, songs, cheers, crafts and ceremonies.
- Get to know other leaders who are facing the same challenges.

The Structure of Scouting

The Del-Mar-Va Council guides and supports all activities for the achievement of Scouting's purpose which is to provide a program which will aid youth in Character Development, Citizenship Training, and Personal Fitness (mental, physical and emotional).

The District is to organize and support successful Cub Scout Packs and Boy Scout Troops by working through chartered organizations. The end result of effective District support is continued growth in four standard areas:

- 1. Membership
 - a. Youth Recruitment
 - b. New Packs & Troops
- 2. Finance
 - a. Unit Fundraisers
 - b. Friends of Scouting
- 3. Program
 - a. Promotion & Outdoor Activities
 - b. Activities and Civic Service
 - c. Training
 - d. Advancement and Recognition
- 4. Unit Service

The District Committee is responsible for quality programs and services for their units and youth. It serves as a sounding board for the needs of chartered organizations and units.



DID YOU KNOW: 88% of Scouting parents on the Delmarva Peninsula, agree that Scouting has provided a way for them to further support their child's development and learning.

Source: Parent Engagement Survey, Qualtrics

Family Talent Survey Sheet

Welcome to the Cub Scout family. Cub Scouting is for parents as well as the boys. We invite you to share with us your talents and interest so that we can develop the best Scouting program for your boy.

The talents and skills that you have are invaluable to the success of our Cub Scout program. Your participation, in whatever capacity, is appreciated and beneficial to the unit and your son's experience in Scouting.

Please review and complete the following, let us know how you would like to participate with your son in Scouting.

	Phone E-Mail					
Employer and Title		Work Phone				
My Scouting Experience	cout 🗆 Boy Scout	🗆 Girl Scout 🗆 Explorer Ran	k attained			
Scout's Name(s)						
My hobbies are:						
I can play and/or teach these sports	:					
I am willing to help my boy and the	pack as a:					
□ Monthly Planning Commit	tee Member	□ 1-time Event/Trip Coordinator	□ Weekly Activities Leader			
can help in these areas:						
□ Art	□ Crafts	□ Outdoor	□ Sewing			
□ Bookkeeping	\Box Fundraising	\Box Activities	□ Skits			
□ Camping	□ Games	□ Party Planning	□ Swimming			
□ Carpentry	\Box Math	□ Salesmanship	\Box Transportation			
□ Computers	□ Music/songs	□ Science				
[am CPR Trained: □ Infant	□ Youth	□ Adult				
Special Program Assistance:						
\Box I have an SUV or van		1 6	\Box I can help with general activities			
\Box I have a truck		-	\Box I can organize food and drinks			
\Box I can pull a trailer or float		□ I am medically trained				
\Box I have a workshop		□ I have access to a camping property				
\Box I have camping gear		□ I have access to a boat/canoe/swimming area				
□ I can take pictures	I can take pictures		□ I can organize special trips/outings/activities			
\Box I can host a workplace tour		\Box I can contact parents	\Box I can contact parents with reminders by phone/e-mail			

Other ways I can help:

Thank you! Together we can provide a quality Scouting program to the youth on the Delmarva Peninsula.



Del-Mar-Va Council boy scouts of America

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Ph: 302-622-3300 www.delmarvacouncil.org

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