

Changing Lives
Building Futures





When Delta Community Supports was founded in 1977, little thought was given to how Delta might look forty years in the future.

We were trying to respond to the challenges of the 1970's with wisdom and compassion. At that time, we were advocating for people with intellectual disabilities to be released from institutions to live in the community. Unfortunately there were few providers offering them a better model for living.

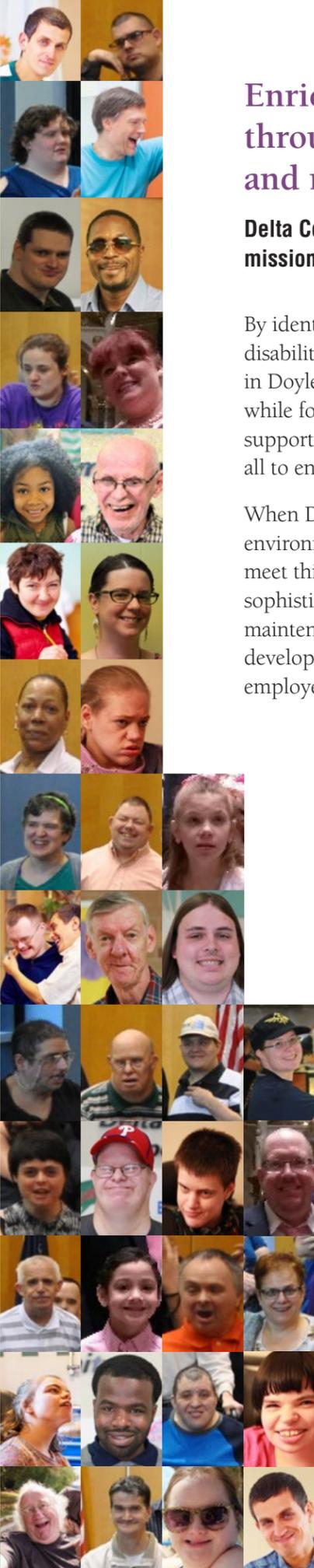


Delta set out to help fill this service gap. A guiding principle to all our efforts to help people as they left institutions: Every person with an intellectual disability is due the same rights and privileges of citizenship as all others. That truth has turned out to be a powerful motto that has fueled four decades of Delta's growth and evolution. Over forty years Delta's talented staff has worked diligently to earn a reputation as outstanding providers of services to people with disabilities, children in crisis, fragmented families, and vulnerable teens. What began as a demonstration of upholding basic rights of people with disabilities to live in the community has matured into an agency that sets today's standard for service delivery.

Over time we've not only expanded our services, we've also adopted The Baldrige Principles, and an array of quality improvement tools that enables us to generate continuous improvement to our service processes, keeping Delta always oriented toward better, more effective results for the people we serve. While other agencies responded to market changes by abandoning services like foster care, Delta identified new ways to improve our outcomes and retain our financial stability. Over the years our work has been recognized for excellence. Among other recognition, Delta won the Children's Crusader Award from the City of Philadelphia and a Keystone Alliance for Performance Excellence Award. These honors show us that we're on the right path.

As we consider what the next decade will ask from social service providers, we continue to pursue the same philosophy that brought us to this point. We employ the best, evidence-based practices proven to produce the best outcomes for people. By sharing our own principles of excellence with others in our field, we help raise the whole community to a higher standard of care and public service. Our intention is to use performance excellence as a renewable asset that will help to ensure our sustainability. We invite you to join us as a stakeholder in this process of making the world a more equitable and compassionate place. As you read the stories on the following pages, we encourage you to get inspired and join us in accomplishing even more over the next decade.

David A. Wyher
President/CEO



Enriching the lives of individuals and families through outstanding community-based supports and mutually rewarding relationships

Delta Community Supports, Inc. was founded on the principles of their mission statement 40 years ago on January 17th, 1977.

By identifying a need for the community — the lack of community living options for adults with disabilities — Delta helped pioneer a solution by opening the doors to their first apartments in Doylestown. In the 40 years that followed Delta has continued to identify community needs while focusing on performance excellence to facilitate the most meaningful life for the people they support. During this time, Delta has undergone three distinct stages of organizational development, all to enhance our mission and meet the needs of our community.

When Delta was first incorporated the focus was to provide a safe and integrated living environment for individuals leaving the shuttered doors of Pennhurst State School. In order to meet this need in the most efficient way possible, economies of scale came into play. To afford sophisticated support services, such as accounting, human resources, and benchmark facilities maintenance, Delta's sustainability would require continual growth. The first stage of organizational development was underway: Growth. This would lead to Delta growing into an agency of over 750 employees, supporting over 2,200 people annually, in both Pennsylvania and New Jersey.

As Delta continued to grow and become more embedded in their community, other needs arose where Delta would have a meaningful impact. Thus, the next stage of organizational development was entered: Diversification. Delta began to focus on creating additional revenue streams for the organization by finding other opportunities to provide service excellence to their community. In 1992, Delta started their Family Services division which focuses on providing services for children and youth. These services include Foster Care, Adoptions, transition housing for young adults, and the Teen Outreach Program®. Furthermore, Delta provided an expanded array of services to people with disabilities, including Supported Employment, Respite, and Day Services. Diversification allows the agency greater options for building revenue and additional ways to provide a meaningful impact to their communities.

Critical to Delta's mission is providing excellence in all services. As stewards of the lives entrusted in Delta's care, Delta's goal has been to continuously improve every work process and outcome. Delta has a relentless drive to use the most effective tools available in order to drive its quality management program. Delta's adherence to the Baldrige Principles of Performance Management, and utilization of a Balanced Scorecard, has earned them the distinction of receiving the 2005 KAPE Award for Proficiency in Performance Excellence, and the Philadelphia Children's Crusader Award, among other accolades. This never ending pursuit of improvement is Delta's third stage of development: Quality.

Guided by the needs of its community, Delta works to provide benchmark services to improve people's lives. Through 40 years, Delta has continued to evolve to meet the challenges of today in order to empower the people they support to live a better tomorrow.

Richard G. describes himself as a 25-year old Christian man with special needs.

He's proud of the fact that when his needs are addressed, he can be independent. According to him, independence doesn't just mean that he can take care of himself. It also means he's able to inspire other adults with special needs to do the same.

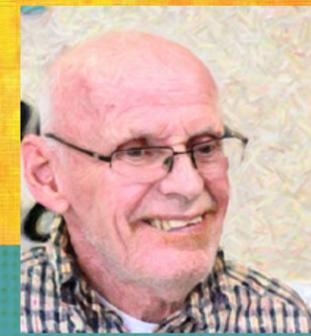
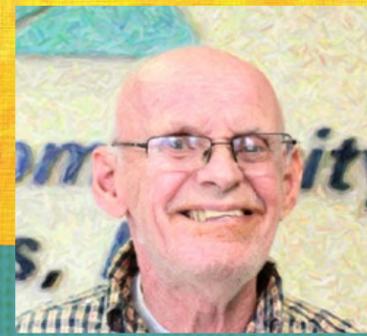
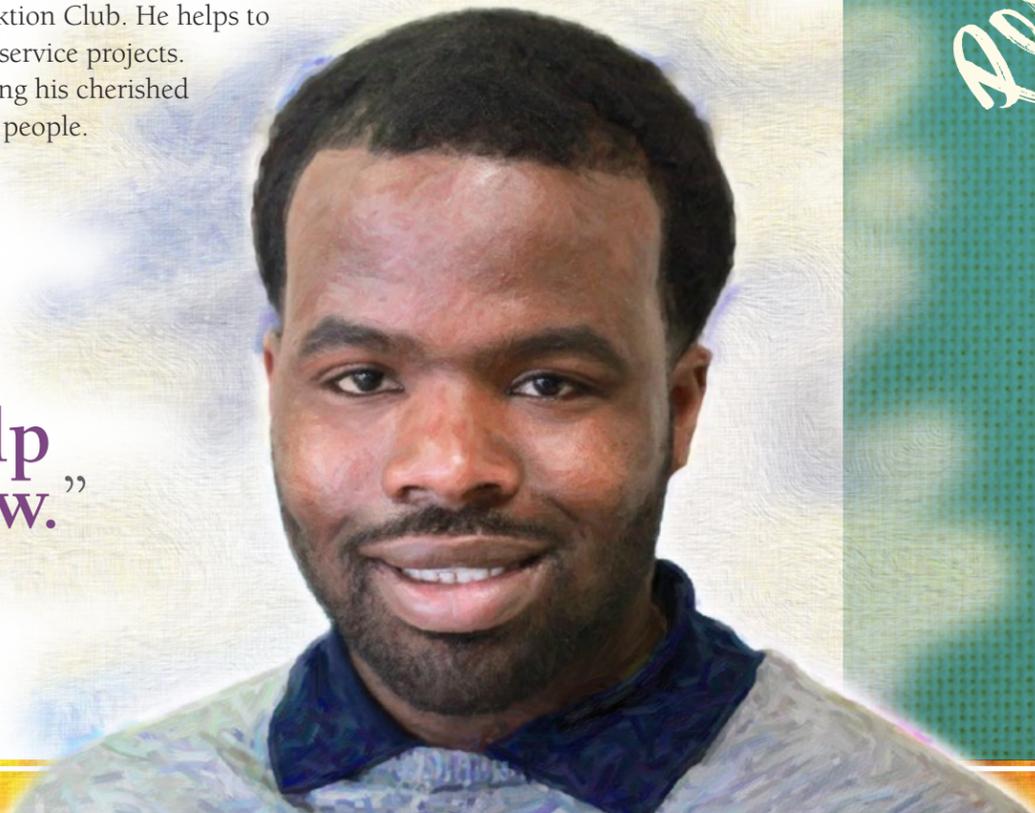
In another setting, Richard's needs might have presented an obstacle to his growth. When he received services from a different provider, Richard felt that he was not being supported. Bad experiences led him to seek a change and he came to Delta looking for housing. Fortunately, Richard was able to get a place in Delta's Queen Anne Drive residential home. He expressed immense satisfaction with Delta and he continues to be extremely pleased with his living situation. In his words, *"Delta is the best. They are here to support you at the highest level. At Delta people are always FOR you. They want to uplift you because they act from the love inside them. They really listen."*

The Delta environment incorporates elements that help Richard thrive. These include supported employment, which allows him to make enough money to sustain himself. Richard understands the importance of having a good work ethic after watching his mother work hard for many years. He also appreciates the fact that Delta recognizes this aspect of his character. According to Richard, Delta staff members value what he does well and redirect him when he's wrong. He's willing to try to change what he needs to improve because he feels that his support team at Delta truly understands what will help him.

At Delta, encouragement takes a different shape than it might at other agencies. Richard says, "They don't just help. They help you grow. It doesn't happen overnight but it happens in a way that's special. And it makes you feel you are special to others." The distinction is that at Delta, people don't just observe Richard's good qualities. They help other people notice them, too. Richard's peers now acknowledge his skills and have elected him Vice President of the Aktion Club. He helps to run meetings and plan community service projects. Through these activities, he's reaching his cherished goal of improving the lives of other people.

"They don't just help. They help you grow."

— Richard G.



Personal Independence Through Communal Living

During the first half of the 20th century, thousands of people with intellectual disabilities were separated from their families and segregated from society.

Most of these people were placed in state run institutions. Pennsylvania's major placement sites included Pennhurst State School and Hospital and Embreeville State Hospital. Pennhurst began treating patients in 1908 and was criticized for being overcrowded just four years later.

Embreeville was originally founded as a Poor House and began providing placements to people with intellectual disabilities in 1938. During that year, the Commonwealth of Pennsylvania took total control of such facilities under statewide legislation, known as the "Full State Care Act". Over time, problems at these state institutions multiplied, and their practices became a matter of public controversy. In 1968, when the horrific conditions endured by patients at Pennhurst were exposed in a television news report, the entire public system began to disintegrate. Families desperately sought new models of care but few existed and most operated on a small scale. Delta Community Supports developed a program to help fill this gap.

Maryann M., remembers that her father was not in favor of moving her brother Paul out of Embreeville "because of societal safety issues" and fear that public distrust could trigger a backlash against him. After the death of their father, however, their mother agreed to move Paul into a Pilot Program in apartment style living. Maryann liked the idea so she became a program volunteer. The experience changed her life and Paul's.

Today she says, *"Because of my mother's decision to agree to Paul's participation in communal living, our family saw Paul grow into an independent, happy and social participant in the community. Paul has been blessed throughout the years of independent living with many personally involved Delta staff."* Although Maryann no longer lives near his apartment site, she has enlisted her children, nieces, and nephews to check in on Paul to ensure that he enjoys a good quality of life. Of Delta staff, she says, "Our family thanks you for your engagement, support and encouragement to Paul so that he could reach his maximum potential in living his personal life." Her entire family realizes that this important achievement "takes a village". Maryann's family has been "happy to work with Delta throughout the years" to help build that village and keep it strong.

The path to adoption can be filled with heartbreak and frustration.

Prospective parents are often discouraged by the emotional and legal hurdles they face. When Jackie B. began searching for a child to adopt, she discovered that some agencies make it even harder for parents to endure the ups and downs of the process.

According to Jackie, the first agency she worked with “created a lot of false hope and didn’t follow up on things.” Their relationship was full of painful miscommunication. Before giving up, Jackie decided to try a new provider: Delta Family Services. That’s when everything changed.



Jackie says, *“Working with Delta was completely different. The staff was much more dedicated and they helped with every aspect of the adoption process.”* During her adoption journey, Delta provided Jackie with non-stop follow-up that continued even after she succeeded in adopting Savannah, a 7-year-old girl. Her praise for Delta continues to this day. She says, “It’s more than a job for them, they are very caring people. They are always there for you. They even returned calls on the weekends. They were more like family than employees.”

Delta staff members gave Jackie further proof of their dedication when they identified a second child for her. They were able to find Christian, a little boy who was a perfect addition to her growing family. She believes they found the right child because they work so hard to understand families. They made it a point to know her and truly listen when she explained

her needs. Delta found Christian just before Jackie was about to go away on a wedding trip with her husband and daughter. The timeline for completing the adoption paperwork and her husband’s clearances was very short, but Delta came through for Jackie again. Jackie and her husband were able to take both children away on their first trip together as a unified family.

Before she became a mom, Jackie was a special education teacher. Now she works as a therapist for special needs children. She meets many parents with adopted children who require added support. Parents value her expertise as a mother and teacher, but they also appreciate the knowledge she shares from her experience working with Delta Family Services. As Jackie says, *“Delta understands what it takes to build happy families.”*

Using New Practices to Increase Father Engagement

When a youngster is placed in foster care, problems in the family must be resolved before the child can be reunited with one or both parents.

Many social service workers feel that policies in the foster care system are tilted towards addressing issues for mothers while fathers are left on the sidelines. Some providers in the foster care community are now working to address this imbalance by using new practices to increase father engagement.



Delta Family Services has been active in the drive to expand services to fathers. In 2016, Delta was certified as one of the first Father Friendly Flagship organizations in Pennsylvania. This designation means that staff members have been trained to use innovative approaches to include fathers in family services and programs. Delta has also developed a Father Engagement Program to increase the participation of non-custodial and custodial fathers in the lives of their children and families.



Fathers like Tim B. appreciate the way Delta helped him get through a period of family difficulty. When Tim and his ex-wife were having serious marital problems, custody of his daughter Mabel was awarded to her mother. Delta served as the monitoring agency for Tim’s visits and provided him with supportive services when he decided to seek custody of his daughter. Tim says, “They were open to my efforts. They saw that I was sincere.” During the two-year process that preceded winning custody of 7-year old Mabel, Delta helped Tim learn coping skills that would later become important. He says, “I didn’t know when I would need them, but I had those tools when the time arose.”

As a parent who has been reunited with his daughter, Tim is mindful of the challenges that other fathers face. He says, *“I know the trying effort it is for fathers, because the system is geared to the needs of the mother. So now I’m trying to give back and help people who might quit. That rain cloud will pass if they are persistent.”*

In addition to Mabel, Tim has older children who are now grown. His parenting skills have produced beautiful results with one daughter becoming an attorney and another entering the medical profession. Tim believes, “The child is a gift and we’re responsible to nurture them until they can take care of themselves.” He also knows that, *“There’s a lot of fathers out here like me. I’m not the only one who wants to step up into their responsibilities.”* For him, the process of working to get custody of Mabel “built his character.” Now, as a very involved father, he can help Mabel build hers.

Every parent must face the challenge of finding trustworthy people to care for their child.

While most mothers tremble when they leave their infant with a babysitter for the first time, the parents of children with disabilities struggle with this problem even after their child reaches adulthood.

Children with complex developmental needs are terribly vulnerable in the event of a crisis. Donna H., whose daughter Jessica is now in her 30's, was not satisfied with the care her daughter got from a different provider. Because of her disappointment with previous caregivers, Donna wasn't sure how much she could trust Delta staff. Even after Jessica's smooth transition to Delta's Pomeroy home, Donna feared a repeat of her experience with the other agency. Finally, after months of visiting and observing Delta's high standards of care, Donna has begun to relax and feel assured that her daughter is getting the quality support she needs to thrive.

Parents of the other two young women living at Pomeroy shared Donna's sense of relief. Mary had to deal with the horror of seeing her daughter Rachel spend more than a year recovering from a terrible injury sustained while under the care of a different provider. Now Rachel lives very happily at Pomeroy, supported by a caring staff that is fully dedicated to helping her live the best possible life. Pomeroy's third resident, Kelly, also loves the Delta home. Her parents felt very fortunate to find such a supportive home for Kelly after they moved from Massachusetts to Pennsylvania for work. They helped train the Delta staff to understand Kelly's needs and interests and now feel that "Kelly is clearly much happier" at Pomeroy than she was at her residence in Massachusetts.

The great care offered by Delta didn't just improve life for the women of Pomeroy. Their parents are also able to live much better lives now that they aren't carrying the terrible stress of fearing for their children's safety. As Donna said, ***"A parent needs to feel confident that they can have a life of their own, too."*** Each of the Pomeroy mothers has other grown children and two also have grandchildren they long to see. Now that Mary knows Rachel is safe, she's going to take her first vacation in three years. Donna is happy that she can finally spend quality time with her 90-year old father without worrying that her daughter might need her. In this way, Delta's outstanding services have enhanced the quality of life for several generations of family members — from the nieces and nephews of Pomeroy women to their aging grandpas.



Creating *Self Esteem*

through job placement



Delta's Supported Employment Program works with businesses around the region to find job placements for people with disabilities.

The program currently provides support to more than 85 people working in a wide range of jobs that are well suited to the special skills that Delta clients offer.

Tom Ferranti, owner of Bagel Garden in Branchburg, NJ, has been involved with Delta's Supported Employment Program for the last four years. When he bought his business in 2013, the previous owner asked him to continue employing Eileen R. She had been hired there after completing Delta's food service training and she also had experience working for a florist. At Tom's first meeting with Eileen, he also talked with her Job Coach and together they reviewed her skill set. Eileen's work began with performing relatively simple food prep duties. Over time, Tom taught her how to make sandwiches and pack orders. Now her weekly hours have expanded because she's able to carry out a broader array of tasks.

Eileen's work performance has been excellent. Tom says, ***"She's a very focused worker and she doesn't seem to tire from the daily grind. Eileen always shows up on time and she's very diligent. If she has to miss work for some reason, she is very responsible about letting me know."*** Apart from her strong work ethic, Eileen brings other special talents to the workplace. Her earlier training with the florist helped Eileen develop a knack for adding aesthetic appeal to Bagel Garden meals. Tom also believes that Eileen helps her co-workers see things from a different viewpoint. According to him, "She's fun to have around. She lightens the mood because she has a different perspective."

Serving as a Supported Employment host has taught Tom a lot about working with people who have disabilities. He says, "I would definitely recommend this program to other business owners." His commitment to Supported Employment has prompted him to get involved in other initiatives that help people with disabilities. Now Bagel Garden is a host site for students from additional employment programs, which serve young people with a range of cognitive impairments and autism. For Tom, the experience of working with Eileen was so good that "it helped him take another step" in the direction of diversifying his workforce to include more people with special needs.

Going in the *Right* Direction

“Best Practices” are a key component of all Delta programs.

Research shows that these strategies have proven effectiveness for creating positive change. Although many organizations across the region offer after school programs, few of them are built on Best Practice models.

As a result, youth outcomes are often disappointing. To increase the impact of its youth development efforts, Delta searched for a program with documented evidence of helping vulnerable youth do better in school and in life. The Teen Outreach Program® (TOP®) — launched by the Wyman Center in St. Louis, MO — stood out as a model with a great track record. TOP® is offered in 35 U.S. states and serves 40,000 youth. In 2014, Delta became Wyman’s first authorized Pennsylvania partner for delivery of TOP® services. After a year of piloting the program, Delta began looking for ways to offer TOP® to more teens. In 2016, the Pew Fund for Health and Human Services awarded Delta a grant to expand TOP® to serve 120 students at three high schools.

The program has had a profound effect on young people. Brittni, a student at West Philadelphia High, decided to join the TOP® club after trying a different after school program she didn’t like as much. She said that in TOP®, *“The atmosphere is calm and relaxing. That makes me more comfortable and I can be myself.”* In TOP®, she discovered that many other students shared her biggest concerns. Brittni says, “I was worried about graduation. Now we’ve all been

talking about it.” Along with the support of her peers, Brittni values her Delta program facilitator. Brittni says, “I just love Miss Lavern. She brings any comment back to a point where she can help all of us.”

One benefit of this help is that Brittni now feels much more confident. She says, “I can handle situations better. If you’re going to say something, think before you speak.” Brittni has also made some important decisions about her life. She was recently accepted to Temple University, where she wants to study Criminal Justice. Brittni has this advice for younger students in her high school, “This is a great program and I know it will help other students who are up and coming. Freshman year they can be off the walls but TOP® will help them to organize themselves.” Her achievements show that she is living proof of that. Brittni says, “I have the elements to succeed and I know I’m going in the right direction.”

Determined
to be Fully Independent

He’s just 26 years old, but Brian B. has already survived many losses.

He was 16 when his mother passed away. His father was never part of his life so when his mom died Brian moved in with his sister, Meredith. They had a hard time living together so she rented an apartment for him. When he couldn’t manage on his own, Meredith took him in again. Then Brian suffered another terrible loss: Meredith died in a car accident.

After the death of his sister, Brian says, “I was homeless for a couple of months.” Every night he walked the streets and landed in the hospital. When he was discharged, another agency helped him get an apartment. But Brian was still angry and grieving and he destroyed his living environment. Around that time, Kevin Brooks, one of Delta’s behavioral support coordinators, tracked Brian down after seeing his name on a list of people in need of services. Kevin says, “Brian was just lost. He was afraid of everyone.” It took time for him to develop any trust with Delta staff. After he got into an altercation, Brian had to go to court and was placed on probation. That experience was a turning point for him.

Delta staff members promised they would help him get his own apartment – but only if he stayed out of trouble. They didn’t accept it when Brian made negative statements like, “Nobody likes me. Nobody loves me.” Over time Brian began to realize he could depend on people from Delta and they fulfilled their agreement to get him his own apartment.

Today Brian lives in an apartment in New Jersey. His steady climb toward responsible independence has earned him praise from Delta staff.

He recently managed to secure a part-time job on his own.

In 2017, Delta nominated Brian for the New Jersey Community STARS award, which is given to people with disabilities. Brian was pleased to win the award, and he says, *“I like the way my life is right now.”*

The fact that he’s finally feeling happier has not dampened his desire to reach higher goals. Brian is determined to become fully independent. He says, “I want to get my drivers’ license and get a full-time job.” In the future he’d also like to study and do some travelling. Brian says,

“I’ve been in New Jersey all my life. I’d like to go to Jamaica and see what it’s like. My sister used to go there.”

It has taken years, but Brian has reached a point where he can deal with emotional weight of the past, and still look forward to building a bright future.



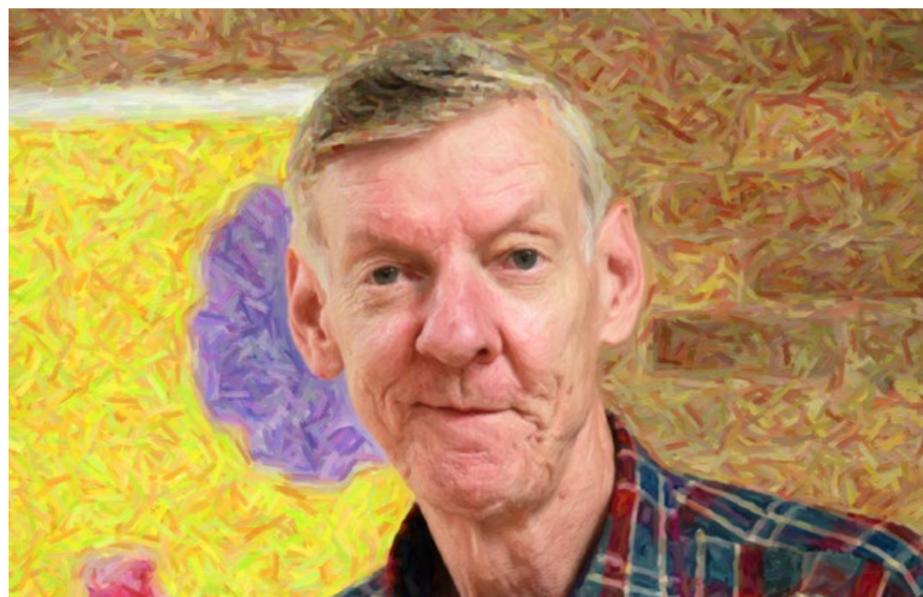
Rich is more than 60 years old, but he's not ready to think about retirement.

After thirty-five years of working with Delta, he still loves his job. Three decades ago a caseworker referred him to Delta's program for people with intellectual disabilities and he still believes that referral was a great stroke of luck. Without it, Rich says he "never would have found Delta and life would have been completely different." A grin breaks across the face of this shy man as he explains, "Because of Delta, I'm totally independent now."

Rich moved to Delta after leaving a job in a "sheltered workshop" setting. At his old job he was just packing things in boxes, and that wasn't too interesting. After being referred to Delta as a consumer, Delta saw Rich's potential to become an employee. He was soon hired and working in facilities maintenance, an active job that he enjoys much more. He's responsible for making sure that the Community Center, which is located in a 40,000 square foot building, is clean and stocked up to support its daily programs. Rich monitors inventory and makes sure there are enough supplies for building operations. He enjoys moving around the large facility and conferring with staff members and people who attend programs.

After so many years of working with Delta, Rich has developed strong supportive relationships that give him a feeling of connection. Rich says, "I live right across the street from this building and I can walk to work. But if it's icy in the winter, they drive over and pick me up." His father and brother live several counties away, but he has many longstanding friendships with people at Delta that make him

feel like he has a second family. One of his favorite co-workers is Cindy, who has worked at Delta just as long as Rich. Ten years ago they both observed their 25-year work anniversary and were featured together on that year's Delta Christmas card. Rich still feels honored by that card and he smiles when he says, "That was something so special for me. Delta has done so much to make my life good. I don't know where I'd be without these people." Rich is not content to simply accept the benefits of working at Delta, he wants to pass support along. He says, "I love being here and I want to do whatever I can to help others." After 35 years of effort, he has certainly done a lot.



Community Partnerships that Return Dividends

Delta in the Community

Lisa Miccolis, founder of The Monkey and the Elephant, is a Philadelphia-based social entrepreneur who is deeply concerned about the fate of young people aging out of foster care. She learned about the issue after meeting a young man from Zimbabwe who was forced to go back to his country when he turned 18 and lost his South African refugee status and support.

Troubled by the scope of the problem, Lisa began creating a model for helping youth cope with a similar transition when their foster care services are terminated. Dave Wyher, Delta's President, offered to have Delta serve as the fiscal sponsor for The Monkey and the Elephant, a café which employs transition aged youth to teach them economic, vocational, and social skills. Supported by Delta's fiscal infrastructure, Lisa was able to apply for grants to fund her program and quickly begin serving youth. Since its launch in 2014, The Monkey and the Elephant has won a Turning Point Prize for social innovation and employs six young adults who would have aged out of foster care without jobs, homes, or family support. Seeing them succeed is the greatest prize of all.

Kiwanis International has a long history of creating community service groups for students. In 2007, the organization began launching something new called Aktion Clubs, which are service groups for people with disabilities. When local Bucks County Kiwanis members tried to start an Aktion Club, they only found a few individual members. Earl Wolf, who led this effort for the Bensalem Kiwanis says, "Everywhere I went, I ran into brick walls." Finally someone gave him the name of Nanette Wolf, Delta's Director of Intellectual and Developmental Disability Services. Earl says, "Delta is great. I love to work with them." Together with Kiwanis volunteers, Delta's Aktion Club members make up Thanksgiving food baskets for needy families, they stuff Christmas stockings with small gifts for children who would not otherwise receive holiday presents, among other community oriented activities. Earl says, "Aktion Club members love doing things like this because they really want to give back to the community."

Another great partnership has grown out of Delta's work with the Emergency Relief Association (ERA) Food Pantry. Nancy, who runs the Food Pantry, has been involved with ERA for over ten years, including when they moved their location to Delta's Community Center in Levittown, PA. She says, "We're very happy here. The Delta facility is a lot larger and we're able to serve more clients." Delta invited ERA to Delta's Community Center as a way to promote interaction between the persons served at Delta's Day Habilitation program and the community. Delta helps to provide volunteers to ERA to sort and stack large donations as they arrive. ERA volunteers have also worked with Delta clients who come to the pantry to learn work tasks and have their skills evaluated prior to seeking outside job placements. Nancy says,

"Our volunteers really like doing this. We thoroughly enjoy working with people from Delta and look forward to the visits from Delta clients. It is wonderful to be partnered with Delta."



Delta Community Supports' Leadership Team is fully committed to our stated mission and the communities we serve.

Each member of our Leadership Team shares the same compassion in helping those in need to build better lives and to achieve their life goals for themselves and their families.



Edward A. Sutherland
Treasurer



Kerry Krieger
Director of Family Services



Nanette Wolf
Director of I/DD Services



Bruce Sparks
Director of Human Resources



Rob Schussler
Director of Information Technology



Jeff Eshelman
Controller



John Komisor
Director of Facilities



Steve Verba
Chief Operating Officer

David A. Wyher
President/CEO

Robert S. Hudson
Director

Joshua A. Efuwape
Director

Edward A. Sutherland
Treasurer

William Fraser
Director

Edward J. Barnes
Director

Patricia Austin*
Secretary

Donald J. Weiss, Esq.
Director

Joseph M. Johnson III
Director

Thank You to our Board of Directors for their dedicated service

*Posthumous listing

Statement of *Activities*

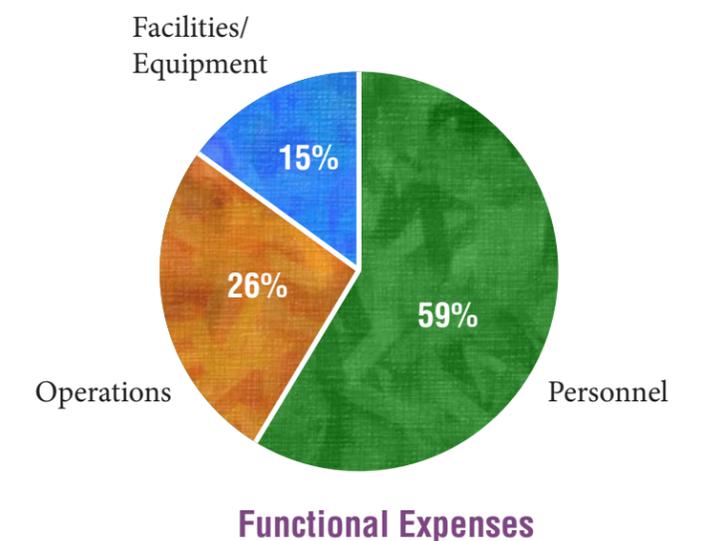
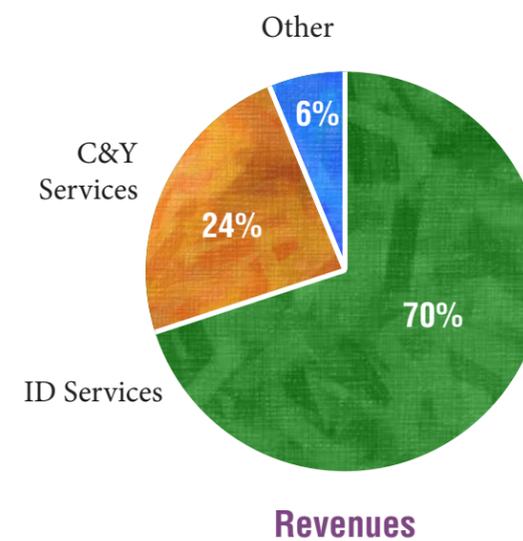
Total Services
(Year ended in 2017)

Revenues:

Public Support - ID Services *	\$	24,911,389
Public Support - C&Y Services **	\$	8,486,812
Private Support & Other	\$	2,223,578
Total Revenues	\$	35,621,779

Functional Expenses:

Personnel	\$	\$20,725,464
Operations	\$	\$9,362,767
Facilities/Equipment	\$	\$5,262,444
Total Expenses	\$	\$35,350,675



Note: PA amounts are un-audited as of publication date.
* Intellectual Disabilities Services
** Children & Youth Services

Intellectual and Developmental Disability Services:

Community Living, Supported Living, Supervised Apartments, Respite, In-Home Supports, Community Based Supports, Day Habilitation, Supported Employment, Lifesharing

Children and Youth Services:

General Foster Care, Medical Foster Care, Treatment Foster Care, Kinship Care, Emergency Foster Care, Adoption Services, Teen Outreach Program® (TOP®), Supervised Independent Living (SIL)

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