



The PAPPC Journal

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A publication of The Pennsylvania Association on Probation, Parole and Corrections

93rd ANNUAL TRAINING INSTITUTE IN REVIEW



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**94th Annual
Training Institute**

Radisson Hotel
Harrisburg

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A Message from the President

DENNIS C. HOERNER, 2014 - 2015

to present those topics, so if you would like to present a topic, or have a particular topic you would like to see presented, feel free to contact us through the link on our web site, PAPPCC.org.

I hope you will take a few minutes to browse this edition of *The Journal*, as well as our web site to check out all that PAPPCC has to offer. If you are not already a member I encourage you to join. If you are a member and would like to become more involved, I invite you to join one of our planning committees, and/or attend an Executive Board meeting. The dates and locations of our meetings are posted on our web site. The more members we have actively participating, the stronger PAPPCC will become. If you are interested in joining PAPPCC please do so online through the membership link on our web site.

As president, my hope is to grow the membership of PAPPCC, and expand the appeal of PAPPCC through presenting new and exciting topics at our Regional Trainings and our Annual Training Institute, as well as provide quality articles through this publication. Our 2014 Training Institute was

recently held at the Inn at Pocono Manor, and I believe that it was a great start in achieving these goals. I would like to once again thank all of those that helped to plan and coordinate the conference (you all know who you are!), as well as thank everyone who attended.

If you have any questions about our association, feel free to contact us through the contact link on our web site. As we continue to move forward in this new and exciting era of evidence based practices, I hope you will look to PAPPCC to obtain information and to meet your training needs, as well as to share any great ideas that you may have! We hope to see all of you at our upcoming events.

Lastly, I would be remiss if I didn't take a moment to publicly thank Chris Rosage for all of his hard work and dedication in putting together *The Journal*. His energy and passion for this project has been nothing short of amazing, and those of us on the Executive Board are very grateful for all that he has done.

Welcome to *The Journal* of the Pennsylvania Association on Probation, Parole and Corrections (PAPPCC). The mission of PAPPCC is to support and promote best practice methods and professionalism in the field of juvenile and adult probation, parole, corrections institutional care and community supervision. Our membership includes persons who are employed by county, state and federal agencies as well as private companies that provide services to the criminal justice community. PAPPCC has been active in the criminal justice field since 1921. Our desire is to provide an opportunity for practitioners in our field to interact with one another and grow professionally while taking part in various training events, meetings and our annual conference. PAPPCC strives to provide quality training in new practices, technology, and ideas in the era of evidence based practices. We are always searching for new topics to present, and individuals

THE PENNSYLVANIA ASSOCIATION ON PROBATION, PAROLE AND CORRECTION

2014 – 2015

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PAPPC

MISSION STATEMENT

THE MISSION OF THE PENNSYLVANIA ASSOCIATION ON PROBATION, PAROLE AND CORRECTIONS (PAPPC) SUPPORTS AND PROMOTES BEST PRACTICE METHODS AND PROFESSIONALISM IN THE FIELD OF JUVENILE AND ADULT PROBATION, PAROLE, CORRECTIONS, INSTITUTIONAL CARE AND COMMUNITY SUPERVISION.

93rd Annual Training Institute in Review

Submitted by: Chris Rosage, Journal Editor

The PAPP 93rd Annual Training Institute was held this year at The Inn at Pocono Manor from May 18th through 21st. Our theme was “Combating Crime and Reducing Recidivism: Technology and the Era of Evidence Based Practices. Several workshops were offered during two days of training during the conference with topics including juvenile offenders, violence in the workplace, Alcohol & Other Drugs, mental health, the impact of trauma, security threat groups within our institutions and communities, de-escalation skills, recidivism, evidence-based practices, veteran initiatives, and cyber-crimes.

A silent Action was held to benefit the Valley Youth House, www.valleyyouthhouse.org/ and there was an Awards Luncheon sponsored by Community Education Centers, www.cecintl.com . Our two award recipients were: **Juvenile Corrections Professional**, Erik Krohnemann, Bureau of Juvenile Justice Court Liaison Program Supervisor; and **Probation/Parole Professional**, Jeremy Gerba, Washington County Probation Office. There was a network social on Monday evening, and on Tuesday evening there was an “80’s Night” with entertainment provided by DJ Mikie Mike, sponsored by Gateway Corrections, www.gatewaycorrections.org/.

Other sponsors involved in the success of our 93rd Annual Training Institute include Liberty Management Services, The Kintock Group and Philadelphia Suburban Development Corporation. The conference concluded with, “A Conversation with John Ulsh”. He had a three percent chance of survival following a head-on collision. He is a motivational speaker that believes it’s a miracle he is alive and he uses his story to help others appreciate their own lives.

In all, the 2014 Conference was a success and the 94th Annual Training Institute is planned for May 17 – 20, 2015 at the Radisson Hotel in Harrisburg, so, save the date and plan to attend!



Welcome remarks made by the Honorable Margherita Patti Worthington, President Judge, Monroe County.



Keynote Speaker, Dr. Edward J. Latessa, Professor & Director of the School of Criminal Justice at the University of Cincinnati.



2014-2015 President, Dennis Hoerner presents a plaque to outgoing President, Jay Williams, in appreciation for his service to PAPP.



DOC Executive Deputy Secretary, Shirley R. Moore-Smeal delivers her remarks at the Plenary Session of Day Two.



Dennis Hoerner presents Bureau of Juvenile Justice Services, Court Liaison Program Supervisor, Erik Krohnemann, with the PAPPCC 2014 Juvenile Corrections Professional of the Year award.



Dennis Hoerner presents the PAPPCC silent auction proceeds to Kathi Krablin of Valley Youth Home.



Motivational Speaker, John Ulsh, at the Closing Ceremony, presenting his "A Conversation with John Ulsh". He took us through his life changing experience. He is an inspiration to all, with his will to live life to his full potential and dedication to his family.



Dennis Hoerner presents Washington County Adult Probation Officer, Jeremy Gerba, with the PAPPCC 2014 Parole & Probation Professional of the Year award.

A Force for Positive 
CHANGE.

Adult Probation/Parole Professional of the Year: **JEREMY GERBA**

Submitted by: Tonia Smith, Awards Chairperson



Jeremy Gerba primarily supervises and coordinates the Mental Health Court and the Veterans Court programs. Officer Gerba coordinates all referrals, organizes the monthly meeting sessions, acts as the liaison with the Veterans Administration representative, and coordinates with all local mental contacts. Gerba organized and participated in a recent homeless veterans’ “stand down”

day in which homeless veterans were offered housing, treatment and medical care free of charge. Officer Gerba has the ability to balance both justice and rehabilitation for these programs. Gerba is currently an in-house expert in relations to the Problem-Solving Adult and Juvenile Courts Information System (PAJCIS), acts as the officie liaison with the upcoming implementation of the Unified Case Management System (UCM) and coordinates and supervises out of county transfers. Gerba has on many occasions attended conferences and public meetings speaking on behalf of the Washington County Adult Probation and Parole Office.

Officer Gerba developed a new internship procedure the included a background investigation and drug testing procedure. He coordinates all internships through the office and develops additional contacts with local colleges and universities. Jeremy has acted repeatedly in assisting his office and the Washington County criminal justice system as a whole by addressing pregnant and opiate addicted females that have become re-incarcerated. He navigates the complex system of drug and alcohol by coordinating efforts with medical specialist and correctional operations in order to allow pregnant women to be medicated legally while still offering safe terms of gestation for the unborn child.

Jeremy is a successful disc jockey and each year he offers his services free of charge at an annual charity event for autism and a benefit for an elderly care home. Jeremy has an autistic neighbor that he has given unmeasurable friendship and guidance.

Jeremy Gerba has shown an exceptional commitment to the Washington County Court of Common Pleas, the Washington County Adult Probation and Parole Office, his peers, and above all the community.

Juvenile Corrections Professional of the Year: **ERIK KROHNEMANN**

Submitted by: Tonia Smith, Awards Chairperson



Erik Krohnemann has been working for the Bureau of Juvenile Justice Services for 25 years and currently holds the position of Court Liaison Program Supervisor. He is responsible for administering, planning, organizing and directing an array of transitional and treatment services in the Southeastern Region of Pennsylvania. He also coordinates and develops the

region’s processes for placement, diversion, release planning and utilization of BJJS’s aftercare program.

Erik began his career with BJJS as a counselor at the Bensalem Youth Development Center. He then became a Court Liaison Program Specialist. From there he was promoted to his current position as Supervisor.

Erik is a positive role model exhibiting at all times professionalism, commitment and dedication.

Erik volunteers as a member of the Montgomery County Youth Aid Panel. His duties include overseeing a diversionary program for first time minor offenders. These offenders must complete assigned tasks and community service obligations in order for them to achieve a clean record. Youth aid panels help raise community awareness and responsibility for their youth. They link law enforcement agencies, community resources and trained community panelists.

Erik has served on various work committees throughout his career. He was a member of the MCPC Revision Committee and is also a YLS Master Trainer.

Erik’s professional development advanced greatly when he became the supervisor of the Eastern Region State Court Unit. He had to make the transition of being others coworker to being their supervisor. He was able to accomplish this smoothly and effectively. Erik’s first thought before making any decisions is “how will this benefit the youth that we serve?”

THANK YOU TO OUR SPONSORS FOR YOUR CONTINUED SUPPORT.



LMS

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www.LibertyManagementServices.com



THE PAPPC EXECUTIVE COMMITTEE WOULD LIKE TO SHOW OUR APPRECIATION TO THE VENDORS FOR THEIR PARTICIPATION AT THE 93RD ANNUAL PAPPC TRAINING INSTITUTE. THE EXHIBITS YOU OFFERED AND EXPERTISE YOU PROVIDED WERE OUTSTANDING; YOU ARE A VALUABLE ASSET TO OUR CONFERENCE.

THANK YOU




vendors continued on page 8

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We are pleased to announce that the PAPPC Scholarship has been renamed The Robert E. Kelsey Annual Scholarship Award.

In July 2010, PAPPC lost a dear friend and devoted colleague. Mr. Robert "Bob" Kelsey was a respected probation administrator not only within the Bucks County Adult Probation Department but throughout the Commonwealth of Pennsylvania. Bob voluntarily gave countless hours in various roles within the PAPPC for two decades and served as President in 2008-2009.

Bob guided PAPPC with his gentle wisdom and experience to drive the Association to the highest standards of professionalism. On a personal level, he valued his family most and enjoyed spending time with them. Bob initiated many of the current activities PAPPC supports, and the mark he left continues to be appreciated by members and leaders of PAPPC.

The Robert E. Kelsey Annual Scholarship Award

ELIGIBILITY:

- Applicant must be a current PAPPC member or immediate family member of a current PAPPC member (i.e. spouse, child, step-child, adopted child, or self).
- Applicant must be currently enrolled or accepted into a two (2) year or four (4) year accredited program of higher education with a concentration of studies in the Humanities and Social Sciences. The maximum scholarship amount is \$1500 annually with a maximum of two scholarships per year being given by PAPPC.
- Applicant must be in good academic standing. Incoming freshman must demonstrate academic success by holding at least a 2.75 GPA or equivalent at the time of application. Students presently enrolled in a college or university must demonstrate academic success by holding a current overall college GPA of 2.75 or better at the time of application. Please note changes to the eligibility criteria could change without notice. Check our web site for updates.

APPLICATION PROCEDURE/APPLICATION CHECKLIST:

- Applicant must submit three letters of recommendation at the time of application.
- Applicant must submit a personal statement explaining why they chose their field of study and how that field applies to their future aspirations. Statements are not to exceed 500 words and must be typed and double-spaced.
- Applicants must submit a copy of their most current transcripts. In addition, applicant must submit the following information. Incomplete applications will not be considered.
- full name
- social security number
- address
- phone number
- email address
- high school or college grade point average
- name of college or university applicant plans to attend or is currently attending, and major
- PAPPC member name and relationship

The application must be signed and dated by the applicant. Signature indicates applicant understands and agrees to abide by the terms of scholarship program and confirms that information provided is accurate. One scholarship per PAPPC MEMBER or PAPPC FAMILY MEMBER every two (2) years. Award winners are not permitted to reapply consecutively. Should an Executive Board member or family member apply for the scholarship, the Executive Board member will be excluded from the voting process for selection.

PAPPC Announces 2014 Regional Trainings

Submitted by: Sam Amendola, Central Region Representative



One of the benefits offered for PAPPC members is annual regional training. This year, we are excited to sponsor regional trainings on “Supervising the Cyber-Sex Offender”. The day long training will be presented by Phillip Danford, who is the Program Coordinator for IPPC Technologies. This training will be an expanded presentation of a similar training that was offered at the PAPPC Annual Conference.

The training will introduce participants to the current prevalence of online sex offending and describe how they offend and gain access to their victims through various social networks and other platforms such as the “Deep Web.” Additionally, examples of online offending will provide the basis for discussion of theories on why sexual offending occurs in an online environment. Participants will learn the primary ways in which sexual offenders use the Internet to offend as well as various risk factors for cyber criminals based on current research and literature.

A second aspect of this workshop will provide participants an overview of assessment strategies for cyber sexual offenders which will lead in to effective management and treatment options.

Management concepts for cyber sexual offenders will be rooted in the theories of Evidence Based Practices.

Trainings will be offered in Erie on October 21, 2014, in Dunmore on October 23, 2014, and King of Prussia on October 24, 2014. There is no fee for PAPPC members and a \$20 registration fee for non members. The \$20 fee will include a one year membership to PAPPC. Registration and details are on line at www.pappc.org. Hurry, space is limited.

Contribute to *The PAPPC Journal!*

THE PAPPC JOURNAL is published by members of the Pennsylvania Association on Probation, Parole and Corrections. Articles, announcements and other newsworthy material of relevance to our membership may be submitted for consideration to:

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Dedication to Duty

Submitted by: Chris Rosage, Editor/Chair Quarterly Journal

In our line of work, we spend time focused on our offenders, what they are doing, what their needs are and so on. I'd like to take a moment and recognize various success stories from around the Commonwealth. Unfortunately, for some, I was not able to obtain individuals names; however, at least the unit is recognized for their efforts to improve the safety and security of our communities and workplaces. Thank you to our brothers and sisters for a job well done. As always, take care and be safe.

On February 11, 2014 officials from Corrections U.S.A. announced recipients of a variety of corrections-related awards. One of the recipients of the **“2014 Corrections USA Medal of Valor”** is **SCI Mahanoy Corrections Officer Donald Rakus**.

According to Corrections U.S.A.: On Friday September 13, 2013, at SCI Mahanoy, Officer Donald Rakus was performing the yearly tasks of physical fitness tests (PFT’s) for the special teams CERT (Corrections Emergency Response Teams). Sergeant Daniel Ozlowski became non responsive. Fellow team members started calling for help. Officer Rakus immediately evaluated Sgt. Ozlowski discovering he wasn’t breathing and had no pulse. Officer Rakus responded without hesitation. Officer Rakus began lifesaving CPR lasting 15 minutes until medical help arrived. Due to his professional response and training, Sgt. Ozlowski’s life was saved. Officer Donald Rakus is both a Hero and a Correctional Officer. SCI Mahanoy Frackville, PA --Schuylkill County.

www.portal.state.pa.us/portal/server.pt/community/correctional_newsfront

Venango County Probation Officers were notified by a JNET booking alert and were able to pick up an inmate who failed to return home following approved leave for work release. A county inmate who had transferred to House Arrest Electronic Monitoring to serve the remainder of his sentence violated the terms of his supervision by failing to return home following an approved leave for work release. He was arrested two days later for DUI and booked at the

Cumberland County Booking Center. The probation on-call officer was immediately notified of his apprehension because of the JNET booking alert.

www.portal.state.pa.us/portal/server.pt/...success_stories/

Officers in Centre County used WebCPIN to help identify a robbery and assault suspect. Four juveniles were assaulted and robbed while they were hiking. The incident was reported to the local police. The victims provided a description of the suspect along with a description of a tattoo on the suspects arm. Officers used the description to search the CPIN database. A suspect with an exact tattoo match was found and included in a photo lineup using WebCPIN. The suspect was positively identified by the victims.

www.portal.state.pa.us/portal/server.pt/...success_stories/

On April 16, 2014, United States Marshal Martin J. Pane announced the successful conclusion of a one-day enforcement operation in Dauphin County, Pennsylvania. This initiative was designed to locate and arrest violent fugitives wanted throughout Dauphin County, with an emphasis on Harrisburg. This United States Marshals Service (USMS) operation met its objective – to assist it local, county and state law enforcement partners.

Leading up to the operation, a total of 36 fugitives were identified. Their cases were adopted by the USMS Fugitive Task Force in the Middle District of Pennsylvania. These fugitives were being sought for a wide range of violent felony crimes, to include aggravated assault, robbery, firearms violations, drug trafficking, and state parole violations.

The USMS worked jointly with the **Pennsylvania Board of Probation and Parole, Dauphin County Adult Probation Office and Dauphin County Work Release Center**. On the day of the round-up, personnel from several law enforcement agencies provided manpower support as well.

The operation resulted in the apprehension of 10 fugitives and the execution of 10 arrest warrants. The USMS and other participating agencies consider this a significant event in creating safer streets for our citizens, as well as strengthening existing relationships within the law enforcement community.

Martin J. Pane, United States Marshal for the Middle District of Pennsylvania, praised the success of the operation by stating, "Without question, this coordinated effort with our partners in Dauphin County has led to substantial results. This localized pooling of resources and sharing of information is indicative of what can happen when there is cooperation on all levels of law enforcement - federal, state, county and local."

Investigative work continues on the remaining unserved fugitive warrants. The USMS and its task force partners are developing new investigative leads inside and outside of Dauphin County. These will be coordinated with other USMS offices throughout the country, all in an effort to bring these violent fugitive felons to justice.

www.usmarshals.gov/news/chron/

An **officer in Delaware County** used JNET facial recognition to identify six individuals involved in a burglary. Several snapshots of the individuals involved were recovered from a vehicle. All six individuals were indentified using facial recognition.

www.portal.state.pa.us/portal/server.pt/...success_stories/

Officers from Berks County used several JNET applications including: Photo Search, Driver Photo/History, JNET CLEAN and WebCPIN to solve a counterfeit check case. Surveillance photos from multiple banks in several jurisdictions showed that the same individuals were defrauding banks using counterfeit checks. The individuals were identified by comparing surveillance photos to images in JNET. The other JNET applications provided address information where the individuals were found and arrested.

www.portal.state.pa.us/portal/server.pt/...success_stories/

On September 9, 2014, **Pennsylvania Department of Corrections** officials are hosting a specialized, two-day training for 60 K-9 team members from up and down the east coast.

Co-sponsored by the North American Police Work Dog Association, the training focused on narcotics, cell phone and explosives detection, along with police work.

Held at the DOC's Training Academy, located in Elizabethtown, the 16-hour training involves trainers from Pennsylvania, Connecticut, Massachusetts and New Hampshire.

"Our intent is to make this an annual training where we can give back to our local communities and state by providing specialized training that can improve overall public safety," said Capt. D. Scott VanGorder, who is in charge of the **PA DOC's Drug Interdiction Unit**.

Open to K-9 teams from the PA DOC and law enforcement teams from across Pennsylvania and corrections and law enforcement from other east coast states, the training includes search and detection of drugs, cell phones and explosives hidden in Training Academy buildings and vehicles that were towed to the academy specifically for use in the training. "Working dogs need to train in as real of an environment as possible to help them hone their skills," VanGorder said. "The Training Academy provided an ideal location to conduct the training."

The **PA DOC's Drug Interdiction Unit** was begun in 1995. Since then the unit has grown to include 22 drug teams and three cell-phone detection teams. In addition to working to keep drugs and contraband out of Pennsylvania's state prisons, VanGorder has trained and assisted the California Department of Corrections and Rehabilitation and the New York City Department of Corrections with their policies, trainings and lesson plans where the use of K-9 teams in and around prison environments are concerned.

www.portal.state.pa.us/portal/server.pt/community/correctional_newsfront

October is Domestic Violence Awareness Month

Reprinted from: National Coalition Against Domestic Violence

Home Page <http://www.ncadv.org/takeaction/DomesticViolenceAwarenessMonth.php>

Domestic Violence Awareness Month evolved from the first Day of Unity observed in October, 1981 by the National Coalition Against Domestic Violence. The intent was to connect battered women's advocates across the nation who were working to end violence against women and their children. The Day of Unity soon became a special week when a range of activities were conducted at the local, state, and national levels.

These activities were as varied and diverse as the program sponsors but had common themes: mourning those who have died because of domestic violence, celebrating those who have survived, and connecting those who work to end violence.

In October 1987, the first Domestic Violence Awareness Month was observed. That same year the first national toll-free hotline was begun. In 1989 the first Domestic Violence Awareness Month Commemorative Legislation was passed by the U.S. Congress. Such legislation has passed every year since with NCADV providing key leadership in this effort. In October 1994 NCADV, in conjunction with Ms. Magazine, created the "Remember My Name" project, a national registry to increase public awareness of domestic violence



deaths. Since then, NCADV has been collecting information on women who have been killed by an intimate partner and produces a poster each October for Domestic Violence Awareness Month, listing the names of those documented in that year.

The Day of Unity is celebrated the first Monday in October. NCADV hopes that events in communities and regions across the fifty states will culminate in a powerful statement celebrating the strength of battered women and their children.



Exercise and Stress: Get Moving to Manage Stress

Reprinted from: Mayo Clinic Website / Healthy Lifestyles / Stress Management

<http://www.mayoclinic.org/healthy-living/stress-management/in-depth/exercise-and-stress/>

Exercise in almost any form can act as a stress reliever. Being active can boost your feel-good endorphins and distract you from daily worries.

You know that exercise does your body good, but you're too busy and stressed to fit it into your routine. Hold on a second — there's good news when it comes to exercise and stress.

Virtually any form of exercise, from aerobics to yoga, can act as a stress reliever. If you're not an athlete or even if you're downright out of shape, you can still make a little exercise go a long way toward stress management. Discover the connection between exercise and stress relief — and why exercise should be part of your stress management plan.

EXERCISE AND STRESS RELIEF

Exercise increases your overall health and your sense of well-being, which puts more pep in your step every day. But exercise also has some direct stress-busting benefits.

- **It pumps up your endorphins.** Physical activity helps to bump up the production of your brain's feel-good neurotransmitters, called endorphins. Although this function is often referred to as a runner's high, a rousing game of tennis or a nature hike also can contribute to this same feeling.
- **It's meditation in motion.** After a fast-paced game of racquetball

or several laps in the pool, you'll often find that you've forgotten the day's irritations and concentrated only on your body's movements. As you begin to regularly shed your daily tensions through movement and physical activity, you may find that this focus on a single task, and the resulting energy and optimism, can help you remain calm and clear in everything that you do.

- **It improves your mood.** Regular exercise can increase self-confidence and lower the symptoms associated with mild depression and anxiety. Exercise also can improve your sleep, which is often disrupted by stress, depression and anxiety. All this can ease your stress levels and give you a sense of command over your body and your life.

PUT EXERCISE AND STRESS RELIEF TO WORK FOR YOU

A successful exercise program begins with a few simple steps.

- **Consult with your doctor.** If you haven't exercised for some time and you have health concerns, you may want to talk to your doctor before starting a new exercise routine.
- **Walk before you run.** Build up your fitness level gradually. Excitement about a new program can lead to overdoing it and possibly even injury. For most healthy adults, the Department of Health and Human Services recommends getting at least 150 minutes a week of moderate aerobic activity (think brisk walking or swimming) or 75 minutes a week of vigorous



aerobic activity (such as running). If you're new to exercise, start at the moderate level and then add vigorous activity as your fitness improves.

- **Do what you love.** Virtually any form of exercise or movement can increase your fitness level while decreasing your stress. The most important thing is to pick an activity that you enjoy. Examples include walking, stair climbing, jogging, bicycling, yoga, tai chi, gardening, weightlifting and swimming.
- **Pencil it in.** Although your schedule may necessitate a morning workout one day and an evening activity the next, carving out some time to move every day helps you make your exercise program an ongoing priority.

STICK WITH IT

Starting an exercise program is just the first step. Here are some tips for sticking with a new routine or reinvigorating a tired workout:

- **Set SMART goals.** Write down specific, measurable, attainable, relevant and time-limited goals. If your primary goal is to reduce stress in your life and recharge your batteries, your specific goals might include committing to walking during your lunch hour three times a week or, if needed, finding a baby sitter to watch your children so that you can slip away to attend a cycling class.
- **Find a friend.** Knowing that someone is waiting for you to show up at the gym or the park can be a powerful incentive. Working out with a friend, co-worker or family member often brings a new level of motivation and commitment to your workouts.
- **Change up your routine.** If you've always been a competitive runner, take a look at other less competitive options that may help with stress reduction, such as Pilates or yoga classes. As an added bonus, these kinder, gentler

workouts may enhance your running while also decreasing your stress.

- **Exercise in increments.** Even brief bouts of activity offer benefits. For instance, if you can't fit in one 30-minute walk, try three 10-minute walks instead. What's most important is making regular physical activity part of your lifestyle.

Whatever you do, don't think of exercise as just one more thing on your to-do list. Find an activity you enjoy — whether it's an active tennis match or a meditative meander down to a local park and back — and make it part of your regular routine. Any form of physical activity can help you unwind and become an important part of your approach to easing stress.





**The Pennsylvania Association
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