



Lakemary Walking Challenge

Lakemary Employee Wellness

April 29th - June 27th

Start Date: Wednesday, April 29th, 2026

Deadline to Sign up: Team must be signed up by Sunday, April 26th at 11:59pm to participate for a prize.

End Date: Saturday, June 27th (immediately following the To the Stars 5k Fun Run & Walk) winners announced on Monday, June 29th.

Location: Virtual Challenge

Description: Employee Wellness is hosting a company-wide walking challenge! Participants will form teams and compete for the most steps walked (or jogged, run, etc.) within a two-month timeframe. Competition updates will be sent out via weekly email and projection on the TVs. Each member on the winning team(s) will receive a \$100 gift card to their vendor of choice (restaurant, shopping, etc.). Competition this year is limited to team competition- there is no individual competition. Additionally, the challenge (and prizes) will be divided by the following department designations:

- Direct Support Staff (DSP)
- Behavioral Health Technician (BHT)
- Adult's Program Support Staff
- Children's Program Support Staff
- Administration, Operations, & Employee Services

**If a team has members from multiple departments, please choose the department that best describes the majority of your team members. If you are still unsure, please contact Employee Wellness.*

INSTRUCTIONS TO REGISTER:

1. Gather a team of 4 individuals and appoint 1 person as the “team captain.”
2. Download the “StepUp” app on your phone.

<https://thesteppupapp.com/>



3. When you open the app, enable step tracking by allowing the app to access activity information from your device- add wearable trackers, if desired.
4. Create a free account using your first and last name.

TO BE COMPLETED BY THE TEAM CAPTAIN ONLY:

5. Fill out the registration form (attached below) on behalf of your team.

**Only one form should be filled out per team by the team’s captain.*

[Lakemary Walking Challenge 2026 – Registration Form](#)

6. Once you have completed the registration form, Lakemary Employee Wellness will reach out to provide the team captain with an invite link and instructions to join the challenge leaderboard in the Step-Up app for your specified department (please allow 1-2 business days).
7. The team captain must distribute the invite link to each member of their team to have them join the competition leaderboard in the Step-Up app. It is the responsibility of the team captain to ensure that each team member is listed on the challenge leaderboard (in the step-up app) before the start of the competition on Wednesday, April 29th at 12:00am.

**Steps will not be counted for a team member who is not accounted for on the leaderboard.*

8. Walk, jog, run! Keep an eye on your email to view your team placements throughout the challenge. Whichever team walks the most steps from April 29th to June 27th will win the challenge and each member will receive a \$100 prize- gift card to your vendor of choice.

If you would like detailed instructions for how to use the StepUp app, including how to add yourself to a group via an invite link, please watch this video: [Step Up App | How to Use](#)

GUIDELINES & TERMS OF PARTICIPATION

1. **This year's competition is for *teams only***; there is *no individual competition*.
2. **Teams may have no more than 4 members** (including the team captain).
3. **Individuals may only participate on one team.**
4. **Teams may only compete under one leaderboard.** The Lakemary Employee Wellness coordinator will send your team captain an invite link, based off your department as indicated on the completed registration form.
5. **Teams must be registered by the deadline-** Sunday, April 26th at 11:59pm- to be eligible for competition. Follow the instructions listed above.
6. **All team members must join the assigned competition leaderboard** before the start of the competition on Wednesday, April 29th. It is the responsibility of the team captain to ensure their team members are listed on the challenge leaderboard (using the invite link provided by Employee Wellness). If team members are not on the assigned challenge leaderboard, their steps will not be counted.
7. **No falsification of step counts.** Any person who is caught falsifying their step count will be immediately removed from the competition, including their entire team, forfeiting their eligibility to win the \$100 prize.

Falsification includes:

- Using data from multiple step counting devices
 - Attaching a step counting device to someone and/or something other than yourself
 - Adding steps counts manually through a separate app
 - Tracking movements that do not require taking a step while standing- swinging arms, bouncing leg while seated, etc.
 - Any other form of falsifying step count records.
8. **Any person who exceeds 35,000 steps in a day (roughly 18 miles) must email qualifying evidence** (for each day that exceeds 35,000 steps) to Employee Wellness for review. Failure to send evidence will result in a 0-step count for that day. Evidence must be submitted before the step tally which takes place each Friday at 9:30am.
 9. **No accusing opponents of falsifying step counts** unless you are able to supply valid evidence proving their dishonesty. Any employee who reports cheating without offering sufficient evidence may be removed from the competition, including their entire team, forfeiting their eligibility to win the \$100 prize.

CHEATING REPORT LINE

If you have evidence that someone is falsifying their step count, please email to grace.davis@lakemary.org.

If you have any questions, please contact Grace Davis in Employee Wellness- grace.davis@lakemary.org
or call/text (913)359-5424.