

Wellness Grants:

A Program Where YOU Choose!



WELLNESS GRANT PROGRAM:

North Valley LWBW exclusively offers the wellness grant program to North Valley employees and physicians to choose and take ownership of their wellness. **This program is possible because Kaiser Permanente genuinely cares about YOUR wellbeing.** Department's have an opportunity to pick a wellness activity associated within the 6 areas of wellness:

- Community
- Emotional Health & Wellness
- Healthy Eating
- Healthy Workplace
- Physical Activity
- Prevention

WHAT'S INSIDE (click each topic to jump to a section)

1. How does it work & role of ambassador: required tasks as grant ambassador
2. Grant parameters & application steps
3. Menu of Items:
 1. Create your own adventure- choose your adventure from a list of preapproved items
 2. Fitness- classes and other related items
 3. Mindfulness- various options available to unwind and help reduce stress
 4. Department Snack Cart- see page for healthy approved options

For further ambassador resources visit:

[Wellness Grant Share Point](#)

> How Does it Work?

- Identify a wellness ambassador to lead the grant. Read through the Wellness Grant menu and decide on a wellness item that is best for your department
- Receive approval from TPMG: direct supervisor, KFH: department manager
- Apply!
- * Maximum of two grant applications per year per Direct Supervisor. First grant must be completed and closed before applying for second grant.

> Who Decides if Grant is Approved?

LWBW Team reviews wellness grant applications for approval

Decisions are based on several factors including:

- Alignment with 6 areas of health & wellness for employees & physicians.
- Department has a wellness ambassador willing to coordinate the activities as listed.
- Funds still available in the budget at time the application is received.
- The team meets the application guidelines (hasn't exceeded max number of applications, previous grant items completed)

> What is the role of an Ambassador? **IMPORTANT**

Please ensure the ambassador chosen can accomplish the below tasks timely:

- Seek approval from Direct Supervisor to research and pursue a wellness mini grant.
- Identify a wellness opportunity on the menu that interests team.
- Ensure that time & capacity are available to lead/host the event, all logistics and/or purchase/create the items being requested.
- Arrange the space, such as book conference rooms or establish location or purchase items (if applicable) upon grant approval.
- Promote event details to team.
- Be point person for vendor upon arrival (if applicable).
- Submit following items after the event:
 - If items are purchased complete expense report- attach receipts & participant list with NUID and submit in One Link within 14 days of event completion.
 - * **If a wellness grant requires a purchase, the ask is the leader purchases the item(s) and submits reimbursement.**
 - Invoiced items/no purchases- email participant list to LWBW (vendors, i.e. Workouttemps)
 - Send all event participants the post-event survey for feedback.

> Wellness Grant Parameters & Application Steps

Key Wellness Mini Grant Parameters – **IMPORTANT**

- LWBW is unable to approve or fund certain items including: **food or alcohol for meetings or events, gift cards, gifts, holiday parties, professional development classes, race entry fees, class tuition, large space items, any cause of safety concern.**
- All grants must reinforce health & wellness including any incentives (i.e. fitness band for continued fitness work after event).
- Some grant requests may need safety or facility approval.
- Some grant selections require departments to purchase items on a credit card & submit for reimbursement.
- No Healthcare Appreciation Week events or large facility events.
- Snack carts are eligible for one refill per year after initial start year.



Grant Applications Accepted

February 2, 2026 – September 30, 2026

Grant Event & Reimbursement Completion Date

October 30, 2026



READY TO APPLY?

3 Easy Steps:

1. Review menu of wellness options available
2. Ensure ambassador/department is ready
3. [Click Here to Apply!](#)



Questions: livewellbewell.nvly@kp.org

Fitness

Group fitness programs in your workplace! Choose from an offering below to bring physical activity back to your team.

Fitness Corner ([click for further details and ideas to purchase](#))

A place for fitness equipment like small hand weights, medicine balls, yoga mats. Your department can purchase & be reimbursed for pre-approved items. No large items. **Grant Cost:** \$400

Stretch & Strength Sessions

Series of 4 classes focused on preventative measures and exercises to help strengthen and empower your body. Focus on neck, shoulders, and back. In person or virtual. 4 – 15minute mini-sessions or 4 –30 min sessions.

Start a Walking Club

Lead & organize a walking team to get active during your work day. “KP Steppin’ It Up” club shirt included for Walking Club participants only.



Fitness

Fitness Classes offered virtually or in person by our verified vendor, Workouttemps. (Space arranged by department). We will connect you with the vendor to arrange logistics. Workouttemps will bill LWBW directly upon grant approval.

(30 or 60 minute single session)

Line Dancing

(not Western)

Cardio: Low impact

Line dancing is a fun way to dance socially without a dance partner. We'll do the Cha Cha Slide, the Cupid Shuffle, the Wobble, the Macarena, the Tush Push, and more!

Samba Sizzle

Cardio: Medium impact

This is an introductory class to learn the basics of Samba from various regions of Brazil. Get a full workout by moving your feet, arms, legs, hips, and torso to the beat of the music. Explore the rhythms and movements of Brazil -- from Rio to Bahia -- through dance. You will sweat, shake, and smile!

Self Defense (60 min workshop)

Participants will learn physical training techniques and strategies for self-protection. You'll be taught how to assess a situation, communicate clearly, and employ impactful strikes to escape, resist, survive and defend yourself in an uncomfortable situation or a violent attack.

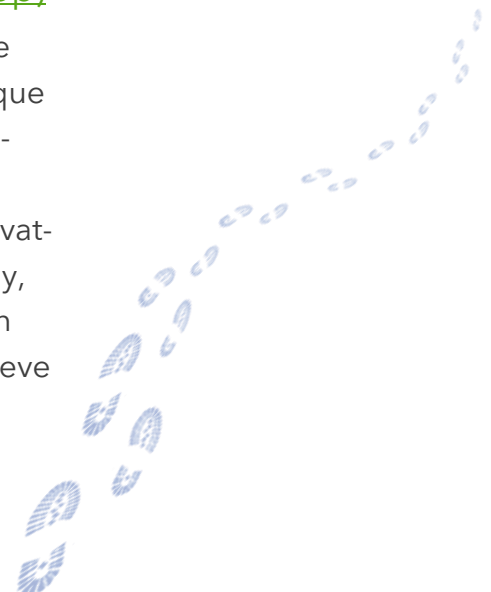
Zumba

Cardio: Medium impact

Zumba is a high energy dance fitness program that incorporates Hip Hop, Samba, Salsa, Merengue, Belly dance, and Reggaeton, and other world dance beats. It's a fitness party and fantastic workout!

Qigong (60 min workshop)

Qigong is an ancient Chinese exercise and healing technique that involves meditation, controlled breathing, and movement. It is the science of cultivating the body's internal energy, which is called Qi. It has been credited with helping to achieve mental and spiritual peace.



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(30–60 minute single session unless otherwise noted)

Sunrise/Midday Stretch

Stretching keeps the muscles flexible, strong, and healthy. We need this flexibility to maintain a range of motion in the joints. Without it, the muscles shorten and become tight. Each part of the body is explored and challenged in a deep, mindful way.

Tai Chi (60 min workshop)

Tai = big or great. Chi = ultimate energy. Tai Chi is an ancient form of Chinese exercise consisting of slow, beautiful, relaxed movements that develop a sense of balance and harmony between mind and body. Say hello to feeling cool, calm, refreshed and energized.

Chair Exercise

This class is designed to increase muscle strength and range of motion. You may not be able to do a rigorous standing workout due to your attire or nature of your office. Chair exercise is the solution.



Office Yoga

This is a low impact class for all levels. The poses and movements are geared toward the needs of the worksite: tight hips; rounded shoulders; neck misalignments; short, tight hamstrings (which are all common from prolonged sitting), and more.

Mindfulness

Take a mindful moment! Choose from a variety of mindfulness activities. Each activity will help center yourself and enhance overall sense of calm and focus.

Host a Gratitude Art Station

Provide your staff the materials to make one small gratitude piece of art work to keep at their workstation or give to a coworker. Set up a table with art supplies and printed out examples of inspiration to bring gratitude to your workplace. Your department can purchase & be reimbursed for pre-approved items. Examples: Painted small square canvas, gratitude card or letter.

Grant Cost: up to \$200

Meditation Corner

Quiet space to escape for a moment of Zen. Ideas to purchase: yoga mats, electric candles, outdoor pillows, focal points, yoga bricks or a sound machine. Your department can purchase & be reimbursed for pre-approved items. **Grant Cost:** up to \$200 ([click for further details and ideas to purchase](#))

Watercolor Painting ([60 min workshop offered by Workouttemp](#)s)

This is a fun expressive way to find your inner painter and expression though learning about water coloring techniques. This is an intro class that anyone can do.

Acupressure ([Virtual only 60 min workshop offered by Workouttemp](#)s)

Reduce your stress through guided acupressure and self-massage. We will use this time to explore tension and tightness within the body, especially the hot spots: the neck and shoulders. The instructor will offer guided techniques for a massage to help attendees provide their own healing touch.

Energize Your Mind & Body ([60 min workshop offered by Workouttemp](#)s)

The session combines meditation, yoga, stretching, balance, and Qigong.

Stress Reduction Through Breath Awareness ([60 min workshop offered by Workouttemp](#)s)

Learn the high cost of stress and how you can change it. Use the breath as a tool to consciously remind yourself to relax.

Light Wheels of Chakra ([60 min workshop offered by Workouttemp](#)s)

The chakras are wheels of light in the subtle body that filter energy for us. The Root, Sacral, Solar Plexus, Heart, Throat, Brow, and Crown Chakras are located along the spinal column and each one has its own qualities and attributes. In this class, we will move through restful and restorative Yin poses as we explore what the chakra system can mean for us as individuals. This class can incorporate sound bowls, hand-on assists, breathwork, and meditation and journaling as complementary practices to yoga.

Department Snack Cart

Department Snack Cart

Create a station or cart with healthy snacks to fuel your body to feel your best. Your department goes shopping to purchase healthy snacks (see approved snack list, print and take with you). Save your receipt for reimbursement via One Link.

You purchase your own healthy items

Grant Cost: Based on employee and physician department size

Tiers:

Under 20: \$100

21-60: \$200

61+: \$300

[Click Here](#) to see approved healthy snack items and additional resources.

Your expense report will be denied if unhealthy snack items are purchased



Create Your Own

Requirements: Select an inclusive wellness activity that **the entire team could participate in to help your immediate team build connections** by getting to know each other on a deeper level outside of work.

Your department will need to purchase approved fees and submit for reimbursement. Cost for event is only for the Kaiser Permanente Workforce (employees and physicians). Please see p.2 & 3 of menu for all grant parameters.

Not Approved Items: This list includes, but is not limited to, swag, gifts, gift cards, holiday parties, food, alcohol, tuition or professional development courses, massage chairs or offsite massage services, and race entry fees. Events must be department-specific and not facility-wide. Please note that this is not a comprehensive list of all non-approved items. All relevant details must be included in the application to allow for proper review and approval.

This option is available once per year per Direct Supervisor /Manager

Grant Cost:

Teams up to 15—\$600

Teams up to 20—\$800

Teams up to 30—\$1200

List of Ideas:

- [Game Show Studio](#)
- Hands on art classes
- Escape Room
- Driving Range
- Bowling
- Small flower/succulent arrangements
- Indoor rock climbing
- Hikes