



2023 DIRECTORY SCORECARD:



Chloe Thorpe, DC | ChiroWay of Stillwater | ChiroWay.com

ChiroWay of Stillwater

ChiroWay of Stillwater provides convenient, affordable and locally owned regular chiropractic care in Stillwater, MN. With walk-ins welcome, minimal wait time, and plans starting at \$79 per month for 4 visits, our services are great for individuals and whole families!

2510 Curve Crest Blvd W, Ste B, Stillwater, Minnesota 55082

Workspace is Leased by Business. Single Employee.

Level Achieved: Gold



Overall Score: 94/76 (~124%)

December 2023

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FULL REPORT ON EACH APPLICATION SECTION

The final score is calculated when all the 'Y' answers from the General Organization Practices section, credible explanations for N/As, and the Specific Business Category section check marks are added together. We then award bonus points for filling out the Additional Practices, Goal Setting, and Put in Writing questions.

ChiroWay of Stillwater's Scorecard Overview

General Business Practices	Score
Community Engagement	2/5
Energy	8/14
Hazardous Materials Management	4/6
Office Practices	5/10
Policy and Employee Engagement	7/13
Reuse, Reduce, Recycle	6/9
Stormwater Pollution Prevention	5/8
Transportation	1/7
Water	2/4
Total number of "Not Applicable" questions specific to the business	+33
Specialized Business Category – Health Services, Wellness	+4
Bonus Points for Additional Practices, Goal Setting, Put in Writing	+17
Total Score	94/76 (~124%)

Level Scoring: Bronze = 60-79% | Silver = 80-99% | Gold = +100%



PART 1: General Organization Practices

ALL organization applicants fill out this section on the application. Some statements are geared more towards *Site/Building Owners* or *Multiple Employee Businesses*. If you lease your workspace, have a home office, or are a single employee, your organization is exempt from statements and your answer will revert to N/A if you selected “Not Yet” on the application.

Community Engagement	2/5 (+3)
<p>C1 Employees receive paid time to volunteer in the community or serve in civic leadership roles. <i>[Multiple Employees]</i></p> <p>I am the owner/operator/chiropractor in my practice. I've only been open 5 months. I do not have any employees and I am not actively hiring nor planning to hire anytime soon. I am currently doing a donation drive with the nonprofit Second Stork, and myself, my clients, and even other people in the community that are not clients are all getting involved and donating. I also donate to local fundraising events.</p>	N/A
<p>C2 Recruit and/or hire people from disadvantaged populations and communities. <i>[Multiple Employees]</i></p>	N/A
<p>C3 Sponsor, host, or donate in-kind services or products to community organizations.</p>	Y
<p>C4 Charitable giving campaign or funds-matching program is in place to support charitable donations by employees. <i>[Multiple Employees]</i></p>	N/A
<p>C5 We participate in other community activities: I volunteered for the Stillwater Harvest festival/ art show, sponsored a mile marker at the local Hometown Hero outdoors walk for veteran suicide awareness, donation drive with the nonprofit Second Stork since opening. I also participate in a lot of chamber events/ activities in the community, such as the chamber golf tournament, Women's business bridge, coffee talks, etc. I have also done a couple of presentations to female athletes in the community about how they can support their bodies in performance and recovery.</p>	Y

Energy - XCEL ENERGY	8/14 (+4)
<p>E1 HVAC system well maintained, building well insulated, and smart and efficient climate control employed. <i>[Site/Building Owner Specific]</i></p>	Y
<p>E2 System in place for reducing electricity consumption from lighting and electronics. <i>[Site/Building Owner Specific]</i></p>	Y



E3 Use of Energy Star rated appliances and interior CFL/LED light bulbs.	Y
E4 Action on clean energy such as purchase of Renewable Energy Certificates or use of on-site clean energy like solar.	N
E5 Exterior lighting is CFL or LED and/or "dark sky friendly" and non-emergency lights are turned off each night to benefit migrating birds. <i>[Site/Building Owner Specific]</i>	N/A
E6 Occupancy sensors or timers are used for lighting in the storage rooms, offices, restrooms, and other common rooms. <i>[Site/Building Owner Specific]</i>	Y
E7 Lighting is dimmed or turned off when adequate sunlight is available.	Y
E8 Water heaters are set to 120 degrees. <i>[Site/Building Owner Specific]</i>	N/A
E9 Window film, blinds, and/or fans are used in the summer to reduce A/C load.	Y
E10 Windows and doors are properly weather-stripped and gaskets on refrigerators and freezers are in good working order.	Y
E11 Rechargeable batteries are used for radios, cameras, and other electronics.	Y
E12 A baseline energy audit has been completed within the last three years to assess efficiency upgrade opportunities.	N/A
E13 Energy use is monitored annually and conservation opportunities are evaluated. I used fans last summer and plan to purchase window tinting treatment this spring to help with energy efficiency in the summer months. This winter so far I haven't had to use much heat as the sun through the front windows keep me warm enough on sunny days. I haven't been at this office for a full year so I haven't had the opportunity to look at annual usage, and the space was previously vacant for several years so last year's usage isn't accurate for expected usage. I do look at my monthly usage though. There are not exterior lights on my building and I turn off all lights that are on when I'm not seeing patients other than the one emergency light. I do not have access to the water heater to see the temp, but I rarely use hot water. I have no idea if the building is a high-performance building or has any green building policies.	N



E14 Location is in a high-performance building (LEED, Living Building Challenge, Earth Advantage, etc) and/or have a green building policy. <i>[Site/Building Owner Specific]</i>	N/A
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Hazardous Materials Management	4/6 (+2)
H1 Potentially hazardous products such as paints, solvents, and cleaners are safely stored and disposed of properly.	Y
H2 Electronics are donated or recycled properly.	Y
H3 Certified green cleaning companies are used or specified in janitorial contracts if applicable (except where required differently by health code regulations). <i>[Multiple Employees]</i>	Y
H4 Fluorescent tubes and CFL bulbs are safely stored and properly recycled. <i>[Site/Building Owner Specific]</i>	Y
H5 Eco-conscious companies are used for landscaping and/or auto repair if they are available. <i>[Site/Building Owner Specific]</i>	N/A
H6 A chemical assessment is conducted annually to identify and eliminate potentially hazardous or toxic chemicals, including on-site and in the supply chain. The landlord has complete control over landscaping. I do not have a company vehicle. I do have a lot of office plants (most of which I propagated or took from people who didn't have room for them over winter) and do not use any pesticides or other chemicals on them. I do not use any hazardous or toxic chemicals. I have some leftover paint securely stored that I saved for touch-ups, but I don't sell any products retail and don't offer any modalities that use chemicals. I only offer spinal adjusting in my practice.	N/A

Office Practices	5/10 (+5)
OF1 Electronic communication (email) is primarily used rather than printed documents. Communication is paperless as much as possible, printing documents only when necessary and using two-sided printing.	Y
OF2 Use of 100% post-consumer recycled, chlorine-free paper in the office and in all envelopes, marketing, and print materials.	N/A
OF3 Use of green or local caterers for events.	N/A



I do all electronic communication with clients, and send PDFs for receipts and records and such. I don't even have a printer at my office. For my business cards and pricing sheets I have to use the designated supplier per my franchise guidelines.

I don't have catered events, but I have walked next door and purchased cookies from my neighbors for my ribbon cutting and a networking event, which does not require driving anywhere and using fuel.

I don't have any payroll going as I am still in the startup phase, and have no employees, but all payments I have for electric, internet, loan payments, etc are all electronically done.

I do not usually have coffee and tea in my office, but for special events I will and I buy organic fair trade.

I purchased my office chairs second hand from an auction.

The space that my office is in came with LVP flooring, so I left is as-is and its wipeable and very durable so damage isn't as issue.

I don't have any infrequently used equipment in my office, the extend of equipment is basically my chiropractic tables which were custom made, and those are obviously used frequently. I passed on temp signage and such to other docs in my franchise so new ones did not need to be printed.

OF4 Direct deposit used for payroll to save paper, time, and postage. <i>[Multiple Employees]</i>	N/A
OF5 Use of only non-toxic cleaning and pest control products. <i>[Multiple Employees]</i>	Y
OF6 Fair Trade https://www.fairtradecertified.org and USDA-certified organic coffee and tea served in the office.	Y
OF7 A designated equipment reuse area is in place, such as for office supplies, furniture, electronics, etc.	Y
OF8 Modular carpet tiles are used so damaged areas can be replaced as needed. <i>[Site/Building Owner Specific]</i>	N/A
OF9 Use window decals or films to prevent bird collisions into windows. Birds often try to fly through transparent glass that they cannot detect. Details here: https://abcbirds.org/glass-collisions/	Y
OF10 Rent equipment that you use infrequently.	N/A



Policy and Employee Engagement	7/13 (+6)
P1 A green team or individual has management's support to implement sustainability efforts. <i>[Multiple Employees]</i>	Y
P2 New employees have training on sustainability best practices, including waste reduction, recycling, and commuting options — and all employees get refreshers on these subjects at least once a year. <i>[Multiple Employees]</i> I am the owner/operator/chiropractor in my practice. I do not have any employees, because of this there is no employee training, benefits, etc. ChiroWay is setup to have the owner/operator/chiropractor solely running the business without the need for any employees. I obviously offer a safe and welcoming environment at my office, but as I have no employees or subcontractors or anything working with me or for me at my office, a lot of these questions do not apply.	N/A
P3 A living wage is provided to all employees. Living Wage Calculator: https://livingwage.mit.edu <i>[Multiple Employees]</i>	N/A
P4 Workplace is set up to adhere to social distancing standards and best practices in a pandemic to protect workers and customers. <i>[Multiple Employees]</i>	Y
P5 A social responsibility mission statement has been established and is shared with both employees and the public. Code of conduct includes at a minimum, prohibitions on child labor, forced labor including forced overtime, unsafe working conditions, and gender and ethnic discrimination. <i>[Multiple Employees]</i>	N/A
P6 Banking with a community development, minority, or socially & environmentally responsible bank or credit union. <i>[Multiple Employees]</i>	Y
P7 Work schedules released at least two weeks before shifts begin; last minute schedule changes rewarded with increased hourly rate. <i>[Multiple Employees]</i>	N/A
P8 Employees have access to family friendly benefits including high-quality health insurance, sick days, paid parental leave, and childcare help. <i>[Multiple Employees]</i>	N/A
P9 Local sourcing of supplies and components wherever possible.	Y
P10 Has an established non-discrimination policy and procedure, and ensures an inclusive workplace culture. <i>[Multiple Employees]</i>	Y



P11 Is open to employee input. Has a whistle blower protection policy in place. <i>[Multiple Employees]</i>	N/A
P12 Uses transparent and truthful marketing.	Y
P13 Support green business practices in your industry.	Y

Reuse, Reduce, Recycle	6/9 (+3)
R1 Recycling bins are clearly labeled and in every location where recyclables are generated. I have face paper bins in each room that are obviously recycled as they are paper only, but they are not labeled as such, but I've never had issues with people using for trash as its very obvious which is which. I don't have composting abilities at my office, but I don't run into the need often at my office, I take home food scraps if needed. I don't have the need for electronics recycling, I don't have any therapies that use electronics or any other types of short life electronics to go through, and I don't have a printer so I don't have to deal with ink cartridges and such. I don't have any suppliers regularly delivering products.	Y
R2 Knowledge of recycling/composting guidelines at your local recycling/composting facility.	Y
R3 Food scraps are composted.	N/A
R4 Maximum amount of waste is reused or recycled including paper, plastic, metals, glass, electronics, and printer ink cartridges.	Y
R5 Reusable or BPI* compostable dishware is used in day-to-day operations. (*Biodegradable Products Institute https://bpiworld.org)	Y
R6 Use of a certified E-Steward for electronics recycling. http://e-stewards.org	N/A
R7 Reuse packing peanuts and bubble wrap.	Y
R8 Encourage suppliers to deliver products in reusable containers that they can take back.	N/A
R9 Repair, reuse, or recycle pallets, crates, boxes, and buckets.	Y

Stormwater Pollution Prevention	5/8 (+3)
S1 Storm drains are permanently marked to provide pollution warnings.	N/A



I lease and have no knowledge of or say in procedures taking place in the landscaping, parking lot, etc that are not clearly visible to me. I know everything is kept clean, and there are trees on the boulevard adjacent to the street to reduce runoff.

S2 Outside garbage and recycling containers are in good condition, have lids, and the enclosure is free of litter. This includes an outdoor cigarette disposal unit if one is used for guests and employees that are emptied regularly. *[Site/Building Owner Specific]*

Y

S3 Parking areas and loading docks are kept free of litter and oil drips and containers or signage discourage littering. *[Site/Building Owner Specific]*

Y

S4 Stormwater management facilities, such as bioswales and eco-roofs, are in place and maintained to regulatory standards. *[Site/Building Owner Specific]*

N/A

S5 Storm catch basins are cleaned annually. *[Site/Building Owner Specific]*

N/A

S6 A tree canopy adjacent to paved areas or the street supports stormwater management by reducing runoff. *[Site/Building Owner Specific]*

Y

S7 Landscaping is done with sustainability in mind, especially considering runoff and stormwater management. *[Site/Building Owner Specific]*

Y

S8 The majority of landscaping is native and drought-tolerant. *[Site/Building Owner Specific]*

Y

Transportation

1/7 (+6)

T1 Incentives are provided for employees to choose public transit, alternative transportation, or carpooling. *[Multiple Employees]*

N/A

T2 Teleconference and video conference technologies are used. **I am the owner/operator/chiropractor in my practice. I do not have any employees. I carpool with other chiropractors when seeking out CEs and attending trainings and such. I can't adjust or do exams via teleconference, however I have done consultations and networking via teleconference. I do not believe the landlord provides bike lockers, and I do not believe there is a bike lane on the street I'm on. I don't have any regular deliveries and I've never had a patient leave a car running while getting adjusted. I don't ship any products.**

Y



T3 Employees can telecommute (work remotely from home). <i>[Multiple Employees]</i>	N/A
T4 Bike parking and/or bike lockers are available. <i>[Multiple Employees]</i>	N/A
T5 Staff knows and can recommend to customers the location of the nearest electric car charging station. Or electric vehicle charging is available on site. <i>[Multiple Employees]</i>	N/A
T6 A “no-idling” policy is promoted for cars and trucks and vendors who deliver goods and services.	N/A
T7 Distribution and shipping vehicles are used at full capacity and transportation routes are optimized to reduce fuel consumption.	N/A

Water	2/4 (+1)
W1 Faucets, fixtures, and hoses do not leak. <i>[Site/Building Owner Specific]</i>	Y
W2 Faucets in kitchens, break rooms, and restrooms have aerators installed (1.5 gallons per minute or less for kitchens and break rooms; 1 gallon per minute for restrooms). <i>[Site/Building Owner Specific]</i>	Y
W3 Only tap water is provided; no bottled or delivered water. Because I do not yet have a water filtration system in place, for events I have to provide bottled water. It is something I have on my priority list as soon as I'm cash positive and can afford it. I have no way to monitor water use, I don't know if it is something my landlord monitors.	N
W4 Water use is monitored and evaluated annually for conservation opportunities. <i>[Site/Building Owner Specific]</i>	N/A



PART 2: Specific Business Category Section

Business applicants filled out their specific category for this section.

Health Services, Wellness, Yoga, Meditation

Includes salons, acupuncture, chiropractor, aromatherapy, counselors, dance/movement teachers and studios, dentists, therapists, yoga teachers, physical therapy and trainers, and studios

+4

HE4 All staff have at least the minimum professional certifications or licensing appropriate to the field as well as senior practitioners on staff.

HE5 Provides for the needs of those with special needs such as allergies or chemical sensitivity, or those with mental or physical disabilities.

HE6 Reliable education for the community on wellness and how it relates to the products and services provided.

HE7 Use of a green office or facility, including resource reuse and maximum use of post-consumer recycled resources as well as maximum water and energy efficiency.

DO NOT APPLY

HE1 Health and/or wellness services use the greenest medical, beauty, and cleaning products available.

HE2 Packaging is recyclable or compostable.

HE3 Detailed and responsible procurement policy for evaluating environmental impacts of products.

HE8 When selling goods made outside the US, robust and verifiable systems for ensuring at minimum prohibitions on child labor, forced labor including forced overtime, unsafe working conditions, and gender and ethnic discrimination.

HE9 When selling body care, pet shampoo, or edibles of any sort, complete ingredient list where the product is sold on the website and on product packaging.

HE10 Practices in place that ensure safety of vitamin and supplement products.

I do not sell any cleaning products, supplements, beauty products, etc. I offer chiropractic care at my office and that's it.



PART 3: Additional Practices, Goals, “Put It In Writing”

Business applicants had the opportunity to add additional practices that are not already on the applications, set goals to strive for in the future and put their practices and goals into a written sustainability policy. Businesses are awarded bonus points for filling out this section.

Additional Practices	+5
A lot of my seasonal/holiday decorations are second hand, and all are reusable. Most of my plants I either propagated or purchased, or was given second hand. A lot of my office furniture is second hand. I use all electronic records and communication. I do not have more equipment than I need. When I had leftover coffee and baked goods after a recent networking event I gave away all the leftovers so there would be no waste.	
Goal Setting	+2
Within the next year I have the goal of installing window tint to to help with energy efficiency during the summer. I've talked to a neighbor in my building who is also interested so we can get it done at the same time, which will hopefully save on cost. My target date is 07/05/2024, which is my one year anniversary of being open.	
Put It In Writing	+10
Attached at the end	



PART 4: Feedback & Suggestions to Improve

After organization applications have been reviewed and scored, they will be awarded a level and receive feedback and suggestions to improve their sustainability score.

Businesses can win back points if they **give reasonable explanations for not doing any or if they set a goal to adopt any** of the following statements:

Energy

E4 Action on clean energy such as purchase of Renewable Energy Certificates or use of on-site clean energy like solar.

<https://mn.my.xcelenergy.com/s/renewable>

E13 Energy use is monitored annually and conservation opportunities are evaluated.

<https://blog.constellation.com/2019/06/27/small-business-energy-monitoring/>

Water

W3 Only tap water is provided; no bottled or delivered water.

Have you considered a home water filtration system like:

- <https://aquariuswaterconditioning.com/products/whole-house-filtration/>
- <https://www.berkeyfilters.com/>
- <https://oasiswatersa.com/reverse-osmosis/>

Additional Suggestions

Find More Sustainability Resources:

Want to make your business more green and sustainable but not sure where to start?

Well, start here! > <https://www.greenstillwater.org/resources>

- **Green Business Network** - Green America is a national nonprofit based in Washington, D.C. that provides guidance, resources, and national certification for 40+ kinds of business.



Now that you are in our local directory, how would you like to be in a national directory too? [GreenAmerica's Green Business Network](#) uses the same criteria we use to certify your business (they loaned it to us). Be certified by Green America, and you'll get in front of a national audience with your products and services. Give your company access to a huge, new market of

possibilities. (<https://www.greenamerica.org/gbn/>)





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Office Sustainability Policy

Our Commitment to the Environment

Environmental stewardship is a shared responsibility for protecting the environment and minimizing the impact of our daily decisions. ChiroWay of Stillwater is committed to reducing our environmental impact and ensuring environmental sustainability. ChiroWay of Stillwater strives to improve the environmental performance of daily business operations and demonstrate leadership in environmental sustainability.

Recycling- Water Use- Paper use- Energy Conservation- Transportation- Indoor Environment

ChiroWay of Stillwater employees should attempt to conserve, reuse, and recycle whenever possible through the adoption of simple practices. Whenever possible, ChiroWay of Stillwater staff will:

- Position recycling bins throughout the office and adjustment bays for paper, plastic and other recyclable containers.
- Recycle office equipment, supplies and other recyclable products.
- Pass along promotional items such as temp signage and banners to other franchisees to reuse.
- Donate leftover food and beverages locally following events.
- Make every effort to conserve water on a daily basis.
- If an office printer is ever purchased, maximize printing and copying options and enable default settings to double-sided printing.
- Edit documents using word processing tools (as opposed to printing).
- Post electronic schedules and avoid printing hard copies of schedules for clients.
- Conserve paper and cut costs by emailing documents in place of sending them via mail.
- Continue to utilize EHR software rather than keeping paper records.
- Continue to send electronic receipts rather than printing receipts
- Save used, one-sided printer paper and reuse it for notepaper.
- If an office printer is ever purchased, enable and set to default the eco-friendly options on all copiers, printers and other electronic equipment.
- Continue to use and properly dispose of compact fluorescent light bulbs.
- Turn off non-emergency lights after hours.
- Encourage the purchase and consumption of local, organic foods that require minimal energy for transport and production.
- Turn off unused lights in the office.
- Continue the practice of equipping low-traffic areas with automatic light sensors.
- Program computer monitors to turn off automatically after periods of inactivity.

- Limit hard copy handouts and make information such as: pricing, schedules, etc online or on posted signage.
- Encourage carpooling to conferences, summits, continuing education opportunities, etc.
- Utilize biodegradable cleaners when cleaning office space.
- Utilize reusable cloths for cleaning whenever possible.
- Utilize fans during the summer months to lower air conditioning usage.
- In the near future, implement window tinting to lower air conditioning usage in the summer months.