



Change Takes Root at Third Root!

With the coming of Spring, Third Root would like to announce changes to our Sliding Scale System which will be implemented as of March 21, 2017.

1) **SLIDING SCALE CHART**

We are adjusting our sliding scale for private services. This rate increase affects the top tiers of our sliding scale and leaves the bottom tier rates unchanged. This brings our median rate closer to the average of licensed New York City practitioners, while still allowing us to provide affordable holistic health in our neighborhood. Any private appointment scheduled after March 21st will be subject to the new rates.

2) **SLIDING SCALE WORKSHEET**

Scale Worksheet is now required to determine fees for our services. While our sliding scale remains an honor system (we do not ask for “proof”), the worksheet is an important tool that we’re recommitting to. Since Third Root opened in 2008, we’ve had a worksheet available as an assessment tool to help community members reflect their most accurate financial circumstances. Not every household with the same income has the same expenses, and we believe in acknowledging these differences. In order for our sliding scale to be utilized fairly, we ask that all our community members use the same list of considerations of expenses and income.

With the partial rate increase, our sliding scale reinforces the interdependence of our community members. Those who have more, pay more, in order to facilitate the healthcare of those who have less. It is an exchange built on trust and generosity, that allows us to find a more solvent balance between the needs of our community members and the needs of the Third Root staff and collective.

To read more about the changes, please see our FAQ below. If you have more questions, feel free to contact us at info@thirdroot.org. We appreciate your understanding, and look forward to continuing to build with you for many years to come!

FAQs for Third Root's Sliding Scale

Why are you increasing the sliding scale?

Despite the robustness of our offerings, our business model has posed significant challenges to the long-term sustainability and growth of our business, as well as the financial wellness of our worker/owners, practitioners and staff. Worker-owners of Third Root aren't your average business owners. The five current worker-owners come from low-income backgrounds, communities of color, are queer and trans, disabled, first generation immigrants, and all activists working in their communities. Worker-owners are paid \$15/hr for their time and share any profits of the business. Third Root has traditionally had little to negative profit, and much of the profits have been reinvested in business improvements. Third Root has focused the last 8 years on building a solid business model based around providing accessible services for our communities. We are now committing to creating living wage jobs for the worker-owners, practitioners, & staff.

What exactly does "Net Monthly Household Income" mean?

By "Income" we are referring to your salary and/or wage, and we ask that you include any contracted labor as well as other forms of income (i.e., property rentals, tips, family support, investment gains, retirement benefits and public assistance) in your calculations.

"Net Income" is the amount earned after taxes, benefits and voluntary deductions are made from wages.

"Household" refers to two or more people who share all or some domestic responsibility. This includes all family members (parents, siblings, partners, etc.) who live together and are over the age of 18 (Park Slope Food Coop Membership Manual, 2009). "Household income" refers to your own net income, plus any funds that adult earner/s in your household may contribute to your personal or shared expenses or vice versa. You'll see this listed on the Sliding Scale Worksheet as "Funds received from / given to other adult earner(s) in household."

How did you decide what changes to make?

In altering the sliding scale, we've implemented the changes proportionately according to net monthly household income: our low income clients will see no increase to our fees, while our high income clients will see the biggest increases. Here is a chart that illustrates how the rate increase spans out across the chart.

Net Monthly Household Income	Rate Increases for 60 Minute Sessions from 2015 rates
\$8,333 & above	*new category*
\$5,800 - \$8,332	+\$14
\$4,583 - \$5,799	+\$8
\$3,500 - \$4,582	+\$4
\$2,750 - \$3,499	+\$2
\$2,083 - \$2,749	+\$2
\$1,250 - \$2,082	NO INCREASE
\$0 - \$1,249	NO INCREASE

How do I determine my Net Monthly Household income? Do you require proof?

No, we don't require proof. To determine your Net Monthly Household Income, we simply ask you to honestly and completely fill out & return the Sliding Scale Worksheet.

What is the Sliding Scale Worksheet?

The Sliding Scale Worksheet can be found on the *fees* page of our website by clicking [this link](#), or inquiring at the front desk. It is a tool to determine your sliding scale fee for services. It takes into account various sources of income and expenses, and helps highlight and affirm many expenses and sources of income that are often overlooked.

Do I have to fill out the Sliding Scale Worksheet for yoga classes at Third Root?

No, because we don't offer yoga on a sliding scale. Only individuals who are receiving services that are priced on a sliding scale (acupuncture, massage, herbal consultations, private yoga) will be required to fill out the worksheet.

I've been coming to Third Root for ages - will I be asked to fill out the Sliding Scale Worksheet as well?

Yes. All community members receiving private treatments or community acupuncture, including existing clients and patients, will be asked to fill out & return the same form. Since Third Root opened in 2008, we've had a worksheet available as an assessment tool for our community members to help them reflect their most accurate financial circumstances. Not every household with the same income has the same expenses, and we believe in acknowledging these differences. In order for our sliding scale to be utilized fairly, we ask that all community members

use the same list of considerations of expenses and income. While our sliding scale remains an honor system, the worksheet is an important tool that we're recommitting to.

If it's an honor system, why do I need to return my completed Sliding Scale Worksheet?

We ask that community members return the completed Worksheet to ensure that everyone is making the same considerations about their Net Monthly Household Income. In the past, we choose not to collect Worksheets, and we found that community members used the Worksheet inconsistently. We ask that everyone participate fully to maintain the integrity of the sliding scale system, so it becomes as effective and equitable as possible.

Who will have access to my financial information?

All information contained on the Sliding Scale Worksheet will be kept confidential in accordance with HIPAA guidelines. Front desk staff (including trained volunteers) will enter your Net Monthly Household Income into our booking system so we know how much to charge you for services. Your financial information will not be kept in your medical file, and will have no bearing on the quality of care we guarantee all of our patients.

What if I don't want to fill out the Sliding Scale Worksheet?

Community members seeking services who choose not to fill out the Sliding Scale Worksheet are required to pay at the top of our sliding scale.

What if my financial circumstances change (unemployment, parental leave, separation/divorce, promotion)?

Everyone will be asked to resubmit their Net Monthly Household Income once annually. However, if your circumstances change unexpectedly, you may resubmit as often as 1x month.

I'm a freelancer. How can I give my most accurate income information?

We encourage you to calculate your average earnings over a given period (3-12 months) to determine your Net Monthly Household Income. You may also choose to resubmit your Net Monthly Household Income as often as 1x month.

Can I fill out the Sliding Scale Worksheet in advance of March 21, 2017?

Absolutely. In fact, we highly encourage existing clients and patients to complete the worksheet and determine your Sliding Scale Fee in advance. This will support our administrative staff during the implementation phase of these changes.

Will Third Root's fees increase again?

There will be no more fee increases on private services until Fall 2018, at which time the collective will revisit our rates.

Are the yoga class rates also going to increase?

Yoga class rates last increased in the Fall of 2015, and will remain the same until further notice.

What happened to the Community Health Scholarship program?

The Community Health Scholarship program is on hiatus until further notice. Third Root Education Exchange (TREE), Third Root's non-profit brach, which previously fundraised for scholarships and administered them, lost its funding and closed. At this time, Third Root collective members are investigating other possible avenues that would reinstate this program sustainably.

I thought Third Root was a non-profit!

No, we are a small business, primarily funded by the income from our services, unlike non-profit institutions which rely on funding from external sources. Since our opening, we've accepted donations for which we are tremendously grateful, however these don't nearly cover the overhead of running our business.

Are there other ways to support Third Root financially?

Please visit <https://www.youcaring.com/thirdroot>, a crowdsourcing fund created by community members wishing to sponsor affordable healing services at Third Root.

You can also contact info@thirdroot.org about making a contribution.