

# Making Payroll and HR Easier — for Churches



APS believes that faith-based institutions should have access to effective yet user-friendly payroll and HR technology with a partner that has extensive knowledge of complex church dynamics. We understand the importance of maintaining compliance under 501(c)(3) status and the challenges that come with managing minister payroll taxation and housing allowance.

It's easier for churches to process their unique payroll with software that allows them to manage labor classification and tracking of varied employee types across multiple campuses. These faith-based organizations have specialized needs related to fund accounting, federal withholding and exemptions, and general ledger accuracy. Further, they must also maintain a high level of confidentiality in relation to minister pay.

Because their communities rely on them, governance is essential. Therefore, many churches recognize that they can save time and reduce errors by streamlining their internal payroll and HR processes. APS provides this with technology built in-house and our unique support structure.

APS' logically designed software enables church staff and volunteers to quickly learn and use our platform so clients can look forward to a better return on investment. Our unique support structure provides clients with the dedicated assistance they need to address their day-to-day issues and ensure long-term satisfaction.

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The dashboard is concise and easy to navigate. Support services are exceptional in timing and assistance in resolving any issues that we have.

**Michael N.**  
Gospel City Church

**GOSPEL CITY CHURCH**

# Common Challenges in the Church Industry

Churches operate in an environment where resources are limited, so it can be challenging to streamline payroll and HR processes. Furthermore, faith-based institutions recognize that the ability to support their ministries depends on securing funding and donations from many sources by providing dependable services to their congregations and communities.

However, this goal is achievable when churches manage their payroll and HR processes in an efficient, unified solution. The APS platform offers a centralized work environment to help churches with many common challenges, including:

- ▶ Managing special taxation calculations and filings to maintain 501(c)(3) status
- ▶ Complexity of allocating wages and labor to specific funds or cost centers across campuses and divisions
- ▶ Lack of visibility into church-specific labor and expense reports across campuses
- ▶ A manual or cumbersome process for General Ledger reporting
- ▶ Misclassification of employees such as daycare workers or weekend musicians
- ▶ Struggling to manage multiple campuses and centralize HR tasks

APS has a track record of helping churches automate their payroll and HR practices with configurable, easy-to-use technology - whether their congregations are ten members or thousands. We understand that a church typically has an HR department of one to three people. APS leverages our partnerships with church clients to identify ways our technology can solve these common challenges, so they can maximize their resources to continue serving their congregations and communities.



APS has made payroll processing so simple and uncomplicated. What used to take a 1/2 day to process takes all of 20 minutes at most on the day I process payroll. APS has created many reports that I had to create in the past, and many options in APS were not available in our past payroll module.

**Marilyn N.**  
Rocky Mountain  
Christian Church



**ROCKY MOUNTAIN**  
CHRISTIAN CHURCH

# Why Churches Partner with APS

Our platform is built to make payroll and HR tasks more manageable for faith-based organizations. Our goal is to provide efficient, usable, and adoptable technology and a unique client experience to ensure long-term satisfaction.

Churches partner with APS because we offer solutions to meet their challenges:

- ✓ Thorough understanding of special taxation like ordained minister pay and housing allowance to maintain 501(c)(3) status.
- ✓ Integrations with church-specific accounting systems such as Sage Intacct and Blackbaud to ensure accurate general ledger mapping and financial allocation.
- ✓ Salary or hourly allocation of labor hours to specific funds for accurate reporting.
- ✓ Classification and labor tracking of employee types, such as weekend musicians and childcare workers, to ensure compliance.
- ✓ Pre-built standard reports necessary for churches to manage payroll and HR across campuses for proactive control over costs.
- ✓ Centralized visibility into payroll and HR items for streamlined multi-campus management.



“APS technology is well suited to the unique needs of churches based on feedback from our clients. As a result, over 50% of APS nonprofit clients are churches.

# Additional Services for Churches

Sustain your commitment to service with us. Partnering with a vendor that offers additional services that integrate seamlessly with payroll and HR software enables faith-based institutions to give their best to the community. Manage all of your data in one ecosystem to focus more on meeting staff, volunteers, and congregational needs.

Many of our church clients leverage APS as part of their HR stack to ensure they use the right mix of applications for their organization. This approach allows them to expand as they grow and utilize our additional services, like background screenings and tax credit management.

At APS, our mission is to make payroll and HR easier by putting the client first. Our vendors align with our personalized approach to support.

**+ Verified First:** Ensure peace of mind and safety first when hiring with background screenings, Form I-9, and E-Verify tools that integrate with APS Hire for a streamlined process.

**+ Sage Intacct:** Our native integration with Sage Intacct's accounting software aligns your payroll and financial data for an accurate General Ledger mapping.

**+ Immediate:** Enable earned wage access for early access to earned but not yet paid wages for your staff, which is a competitive advantage when recruiting applicants.

**+ Fintwist:** Ease financial worries with a paycard option for employees who do not have traditional bank accounts so you can pay your staff accurately and on time.

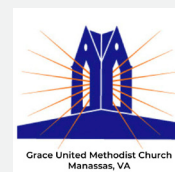
**+ HireTech:** Get help with tax credit management (WOTC) to ensure your church receives all eligible tax credits.

**+ CypherWorx:** Leverage a learning management system (LMS) to create employee development courses to onboard, upskill, and help retention efforts.



Our service, functionality, efficiency, comprehension, and overall satisfaction have increased dramatically with APS, while our monthly payments have decreased. That makes us one very happy customer!

**Sandy R.**  
Grace United Methodist Church





# Church Payroll and HR Integrations

Because we have a significant client base in the industry, APS has developed imports, exports, and integrations with many popular platforms, including General Ledger, accounting, and other church software systems.

blackbaud®



ACS Technologies.

**POWERCHURCH  
SOFTWARE**



shelbysystems.

APS helps churches adapt and thrive by increasing visibility into the information that matters most for better control over labor margins. With a single-system design, all of your critical data lives in a centralized source for more automated workforce management. Our church clients appreciate our customer-centric approach and efficient technology so they can manage regulatory compliance, complex payroll calculations, and HR processes.



# About APS



APS has a mission: to make payroll and HR easier. We design our unified solution to simplify workforce management tasks for mid-market organizations. We provide our clients and partners with personalized service and support to accomplish their goals. Streamline payroll processing, automate HR workflows, and elevate the employee lifecycle with a single-system platform. We are APS, your workforce partner.

Mid-sized businesses choose APS as their workforce partner because of our focus on the customer experience. As a result, we continually maintain 98% customer retention and satisfaction rates. For more information on APS and how we can help make payroll and HR easier for your mid-market business, visit [www.apspayroll.com](http://www.apspayroll.com).

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