

Non-profit Lowers Overhead Costs and Connects Employees Worldwide with Ascentis HR

Community of Christ is a worldwide religious, non-profit organization with approximately 500 employees. Their mission is to improve every individual's life by ministering and providing care and kindness.

With the growing number of international staff needed to accommodate the increase in church membership and the number of volunteer groups, Community of Christ Human Resource Ministries was struggling to keep employee information current and consistent throughout the entire organization.

Manual processes became too time consuming

Kathy Marek, administrative coordinator for Community of Christ Human Resource Ministries, and the rest of the human resources staff had been using their payroll system and various spreadsheets to track this information. Marek states, "There was no central warehouse containing all of the data we tracked. Our spreadsheets did not allow the staff to access the information at the same time, so looking up information was extremely cumbersome and time consuming.

"We found ourselves constantly checking and rechecking various sources to make sure all aspects of new enrollments, changes, etc., had been completed. In addition, we were not able to share contact information, demographics or other need-to-know information with supervisors," said Marek.

An easy-to-use HRIS solution was needed

Marek realized the need for one database that would house all HR related information and accommodate

multiple users at the same time. After researching human resource management systems on the Internet, Marek found that Ascentis HR® met their needs and went beyond their expectations. Ascentis HR automates HR workflow processes to enable HR departments to improve management of employee compensation and benefits ranging from personal data, benefits, compensation plans and modeling, leave/vacation, COBRA, OSHA compliance and more.

Custom tabs allow church to track unique data

"The most appealing aspect of Ascentis HR was the flexibility and customizable aspects of the software," said

Kathy. The ability to create custom tabs is an essential feature to Community of Christ because of the need to manage international demographic information, wages and benefits, and unique-to-non-profit information, such as funding for contracts, fleet information, and years of service both in the ministerial and volunteer departments.

Marek comments that the price fit well within Community of Christ's budget and the ASP offering was the perfect solution to their limited hardware equipment and IT staff.

In addition to benefiting from the custom tabs feature, Community of Christ benefits from the ease of use of Ascentis HR. Marek explained, "Our actual implementation was painless and completed in only four days. All of our employees find Ascentis HR easy to use, whether they are just learning how to use computers or are computer experts."



"Ascentis HR has allowed us to decrease our HR staff from nine employees to seven and collect information from our worldwide employees in minutes, enabling us to save money."

Kathy Marek
Community of Christ
Administrative Coordinator

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Ascentis HR automates processes that save time and reduce errors

Community of Christ purchased the web-based Ascentis Employee Self-Service (ESS) module and can now collect open enrollment information from their international employees immediately. The self-service module gives employees immediate access online to personal HR and benefits information. ESS allows employees to update personal and dependent information, and submit leave requests to managers.

Community of Christ's new-hire process is now an easy, one-step task and data collection and new-hire reporting takes significantly less time than before the imple-

mentation of Ascentis HR. "Now that supervisors can access information in ESS, we generate fewer reports and receive fewer phone calls in the HR department," says Marek.

Church can better focus on core mission

Marek concludes, "As we continue to evaluate good stewardship practices related to the church's budgets, all of these factors combined have allowed us to decrease our HR staff from nine employees to seven. Ascentis HR has allowed us to better fulfill our organization's core mission to promote communities of joy, hope, love and peace."

For more information about Ascentis HR and payroll software and services, call 1.800.229.2713, visit www.Ascentis.com, or e-mail info@ascentis.com.