



Granting nonprofits the ability to focus on philanthropy



Sandee Huang
Finance and Operations Director
Seeding Justice



Cheryl Olson
Director, Solutions Strategist
Clark Nuber PS

Seeding Justice is an Oregon-based nonprofit that has funded grassroots, social justice organizing in Oregon since 1976. Since 1976, their Grantmakers have delivered over 50 million dollars in grants into social, economic, and environmental projects.

Like so often in the nonprofit sector, precious fundraising dollars are directed to delivering the organization's mission, rather than its administration and infrastructure. Sandee Huang, Seeding Justice's Finance Operations Director, knew that to ensure future fundraising dollars, her HR and payroll team needed to eliminate time-consuming manual functions and improve their reporting capabilities without incurring significant expense.

To achieve this goal, Huang turned to Clark Nuber PS, a top 100 public accounting and consulting firm, headquartered in the Pacific Northwest, that specializes in working to improve nonprofit operations. Clark Nuber recommended ADP.

Business challenges

- Funding agencies needed documentation showing where grant money was being spent
- Keeping track of where employees spend time across grants was manual and cumbersome
- A lack of financial software integration put future funding at risk

Clark Nuber's analysis identified an opportunity to transform Seeding Justice's reporting landscape overnight. With Clark Nuber's recommendation for ADP, Seeding Justice implemented Sage® Intacct® and ADP Workforce Now®, bringing together their payroll and accounting functions. Manual tasks were eliminated and with the ADP Timebank/Grant Allocation module, a clear snapshot into how grants were being spent was now available which reassured government funders, making the quick approval of future grants straightforward.

Big goals for continuous improvement

From the start of Huang's tenure at Seeding Justice, she recognized that significant change required executive sponsorship supported by expert analysis and insights. That's where Cheryl Olson, Director, Solution Strategies at Clark Nuber, came in. Through a series of in-depth assessments, Clark Nuber examined Seeding Justice's cybersecurity risk, federal compliance, and financial systems, which resulted in supporting their choice to bring accounting and payroll processes in-house, providing more control over their operations.

Quick Facts



Company:
Seeding Justice



Headquarters:
Portland, Oregon



Industry:
Nonprofit



Employees:
60



ADP Products:
ADP Workforce Now® and
Sage® Intacct®;
ADP Timebank/Grant Allocation



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"When you're dealing with state and federal money, you need to be precise and accurate. Otherwise, you run the risk of government agencies holding back or even canceling future funding. Spreadsheets leave too much room for human error, so implementing an integrated finance and HR system ensures peace-of-mind, not just for Seeding Justice, but also their funders."

Finding a preferred vendor

Olson has a strict vetting process when it comes to recommending vendors. In searching for the right payroll provider for Seeding Justice, she recognized her client's need for robust technology and top-notch customer service.

"For nonprofits to be successful, you need a team of passionate people with the right tools. ADP has those passionate people who are available whenever needed. They also have the tools and the detailed reporting, funders want to see."

Known for presenting ADP's complete menu of services - everything from recruitment to retirement - Olson regards ADP as one of the most valuable resources in her nonprofit consulting toolkit.

Differentiators for nonprofits

Proving how and where money is spent is critical for nonprofits. With ADP Workforce Now's Sage Intacct integration and its Grant Allocation feature, Seeding Justice accurately matches the allocation of funds with staff salaries and programs. With annual grant payouts of over 22 million dollars, if Seeding Justice had not implemented ADP, all of that, as well as future funding, would have been put at risk. Huang adds:

"It takes a very sophisticated system to show all that we need for state and federal tracking purposes and audits. With ADP Workforce Now we're accurately doing it all out of one system."

Partnership privileges deliver successful implementations

As a partner in the ADP Partner Advantage Program, Clark Nuber and their clients receive exclusive tools and resources - program benefits like a dedicated implementation team. Because of this, like with all of her clients, Olson was confident Seeding Justice was in great hands.

From beginning to end, Huang was pleased with the entire implementation process. She found everyone on ADP's implementation team to be very professional and knowledgeable. Most importantly, excellent customer service didn't stop after implementation.

"Customer service is there right from the beginning. It starts with implementation, and continues from there. We're never on our own."

Saving time with better data flow

Huang has seen significant time savings with Sage® Intacct® and ADP Workforce Now®, tasks are now automated and she no longer worries about human error and the surprises that come along with them. Now, all the data and reporting she needs is right at her fingertips.

"Before, it would take two hours to go between five or six spreadsheets to get the information I needed. Now, I can pull that data in real-time - all in under a minute - and I know it's accurate!"



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