



PREEMPLOYER CLIENT SUCCESS STORY:

# **How Calvary Baptist Church Became Focused, Efficient, and Confident Because of their Partnership with PREmployer**

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## Executive Summary

**A**lready burning the candle at both ends to manage daily operations, Calvary Baptist Church struggled to find the time to optimize processes and accommodate recent growth. It became impossible to recruit, hire, onboard, and manage team members, even though it was critical to do so if they wanted to continue serving their community.

Calvary partnered with PREmployer and discovered not just a vendor, but a real business partner they could trust with



their human resource needs – giving them more time to focus on the church, by helping them:

- ✓ **Cut down on expenses and reduce the cost of benefits**
- ✓ **Navigate complicated employment laws**
- ✓ **Free up personnel to handle other vital tasks**



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**S**erving the community is a full-time job, but Calvary Baptist Church was working overtime. Having recently celebrated tremendous growth, their hands were full with daily operations. Despite needing to hire more team members, they did not have the time to recruit, hire, onboard, and manage

more staff. The Church also needed help managing employee benefits and navigating evolving employment laws, but they could not afford to hire a full-time HR professional. They needed to be able to find the services in a package that fit their budget.

## Challenges: A Deeper Look

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Although Calvary Baptist has seen exciting growth, management soon became more than could be handled. “Our biggest challenge was staying current with all the HR laws and issues revolving around employment,” said the Church. They could not afford to hire an in-house human resource professional full-time, nor did they have any personnel hours to devote to tackling employment issues.

Instead, they faced mounting internal fears around the possibility of unknowingly mishandling compliance issues. They needed to make sure

they were maintaining the proper documentation to ensure this compliance, but again, they did not have the time to learn all the laws, develop and implement documentation processes, and train staff on what to do. They needed help getting a grasp on these affairs so they could become more efficient with their processes and confident that they were doing the right thing when managing people.

Calvary Baptist Church was overwhelmed with potential risks alongside being overburdened with the tracking, training, hiring, paying, and

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managing that comes with running a growing organization. They feared their limited budget, which was preventing them from hiring in-house HR personnel. Calvary Baptist Church needed to free

its hours and hands so it could keep focusing on its mission: to serve its community. This is where PREmployer came in.

## A Successful Approach

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Within mere days of starting to work with PREmployer, the Church realized they had made the right choice.

PREmployer proved to be extremely easy to work with, while also being able to fill in on the wide range of HR tasks and address all the concerns that come with running a church. They bring extensive human resources experience and knowledge that helps them anticipate and resolve any of the issues that inevitably arise, providing a full range of real-time support and advice options for their clients.

*"We feel we have a true business partner in the sense of [PREmployer] having their attention on our needs, so we can focus on the church."*

PREmployer takes their role as human resource partner seriously. Their service commitment includes being readily available to share their expertise in handling any questions or issues that may come up. This frees up their clients from having to sort through complicated employment laws or face potential risk and expense from lawsuits and conflict. PREmployer offers counseling and training on documentation to ensure compliance and prevent any issues in the case of audits, workers' compensation suits, or similar situations. Additionally,

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PREmployer is able to stay current with new trends and changes in human resource policy, so their clients don't have to.

PREmployer takes the time to meet with their clients and get thoroughly acquainted with all of their processes, needs, and concerns while answering all of their questions. Their experience across all industries makes them intimately acquainted with potential problems, so they can intercept problems and even incorporate risk management as part of

*“Through multiple meetings and consultations with PREmployer, we started to see the big picture.”*

their work. As a team of experienced HR experts, they can offer a one-stop shop model as a cost-effective outsourcing

solution for all business owners—and even for nonprofits like Calvary Baptist Church, which did not have the budget to accommodate extensive HR costs.

No human resources service would be complete without time-keeping, payroll administration, human resources counseling, benefits administration, and assistance in managing insurance, all of which are offered by PREmployer.



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## Results that Make a Difference

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PREmployer empowered Calvary Baptist Church to become more focused and efficient in achieving their goals. Management now has full confidence when addressing employee issues, allowing them to respond swiftly and effectively to any internal needs. Calvary Baptist knows that it can rely on PREmployer's expertise if any compliance or other employment issues should arise. Because PREmployer handles tasks such as payroll, Calvary Baptist Church has more time to focus on church business and serving their community.

Not just a vendor, PREmployer is a partner in all aspects of human resource and risk management. Reach out today to see how they can seamlessly integrate into your processes.

*“We are now much more efficient...so now we can spend more quality time on church projects and people. Management also now has much greater consistency in policies and procedures, so that gives them more confidence in decision making.”*

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