



Conference Forum—April 2019



Wespath

BENEFITS | INVESTMENTS

Payroll Provider Breakout

CM Integration

Initial Premise

Wespath analyzed the possible benefits of access to a third-party payroll provider



WHAT IT IS

- Voluntary
- Available to local churches, conferences or other entities

What It Is NOT

- Mandatory
- Centralized payroll
- Intended for information gathering

Initial Considerations



Could it improve the timeliness and accuracy of data processing between local churches, annual conferences and general agencies?



How affordable and compelling would it need to be for voluntary adoption by small church/employer administrators?



What volume of participation would be needed to make it financially feasible?

Initial State—Challenges

Participant	<ul style="list-style-type: none">• Incomplete benefit coverage at time of appointment• Earnings losses on personal retirement contributions
Church	<ul style="list-style-type: none">• Limited resources to engage payroll administrator/provider• Lack of compliance with HR-related regulations• Separate billing methods for remitting contributions and premiums to multiple providers
Conference	<ul style="list-style-type: none">• Late and/or inaccurate receipt of HR-related data• Manual data entry in multiple systems
Wespath	<ul style="list-style-type: none">• Late and/or inaccurate receipt of benefit-related data• Outdated paper billing and manual check payment processes• Manual corrections due to late/non reporting

Solving the Challenges

Optional third-party services through a third-party provider

Standardize processes

- Across churches
- Conferences
- Other salary-paying units

Integrate participant data transmissions

- Eliminating coverage gaps
- Earnings losses
- Manual reporting
- Duplicate data entries
- Stand-alone billing

Assist small churches and employers without burdening conference office staff

Leverage economies of scale to make services more affordable and available



Paychex Services

Dedicated Wespath Team

- **Jeff Kohl**

Strategic Account Manager

- 8 years with Paychex
- Primary contact for those interested in exploring Paychex

- **Robin Richert**

Area Sales Manager

- 15 years with Paychex



The Paychex Story



**We are the
industry's
original
disruptor.**

For more than
45 years, clients
have relied on us
to cut through the clutter
and make payroll, benefits,
HR, and insurance **simple.**

Why Paychex?

- Experience with clergy payroll
- Scalable solutions for everyone from small churches with just one employee to large organizations with thousands
- Dedicated Client Service Representative
- 24/7, U.S.-based Phone Support
- Streamlined 403b Process



46+ years of SUSTAINED EXCELLENCE

We're committed to helping you tackle your most important tasks around:

People

Shaping a workforce that's engaged

Money

Managing critical financial processes

Productivity

Moving the organization forward

More than any other company...

Paychex makes it simple.

650K Clients

110,000 have been with us over **10** years

100+
Locations
• U.S. & Europe

14,300+
Paychex Employees

Technology

Easy

"I can do payroll in under five minutes." It's "ridiculous it's so easy."

Insightful

"I love the reporting - anything you need to know or gather ... it's (there at) the click of a button."

Anywhere

"This app allows me and my team to do all we need from our mobile device!"

25 Self-Service actions

Enabling client & employee independence

Service

Client calls **18** answered in seconds

5 Average service call duration minutes

• service reps available as long as they're needed 27/7/365 •

"I absolutely LOVE our payroll specialist Kathy. She is very professional to our business and we appreciate her attention to every detail."

"I would like to express our gratitude for the outstanding service and assistance provided by our HR Specialist, Cindy."

HR

500 HR Professionals

- We support **1.4 million worksite employees** through HR Services
- **180 compliance professionals** monitoring regulatory changes

Payroll

9.5 Million people paid

- **#1** in small business
- **#2** in mid-market
- We pay **1 in 12** American **private sector employees**

Benefits

890,000 401(K) participants

- **#1 401(K) recordkeeper** in the U.S. by number of plans
- **20th largest U.S. insurance agency**

PAYCHEX

How Paychex Can Help

- Eliminate paperwork and duplicate data entry
 - Reduce time spent on routine administrative tasks
 - Automate timekeeping
 - Provide self-service options for employees
 - Comply with changing government regulations
 - Pay and file accurate and timely payroll-related taxes and returns
- Solutions
 - Recruiting and applicant tracking
 - Hiring and onboarding
 - HR information systems
 - Time and attendance
 - Payroll administration
 - Tax payments/filings
 - Direct deposit
 - Time-off tracking
 - General ledger integration
 - Telephonic or onsite HR administration

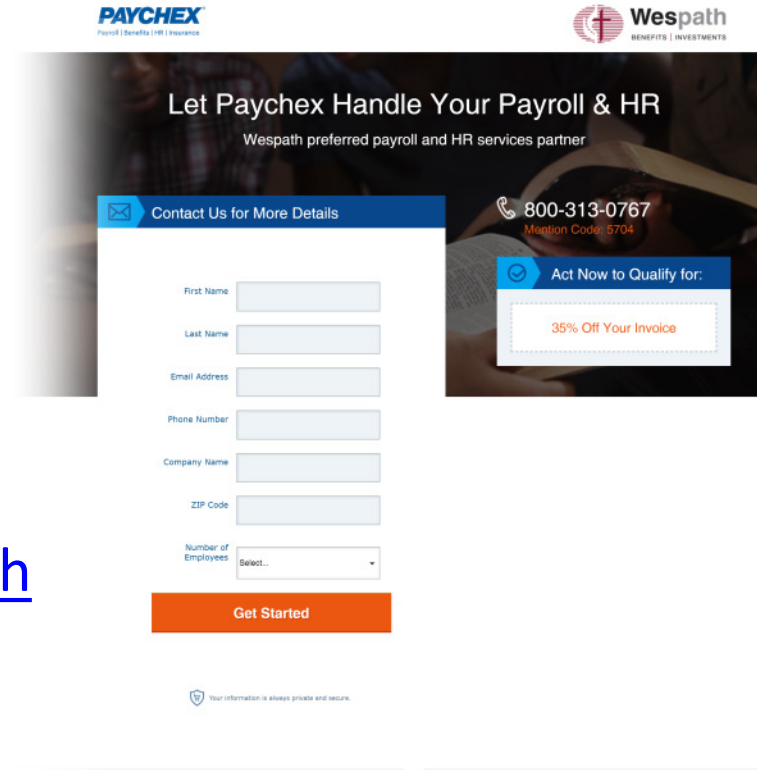
Resources Available from Paychex

- Monthly Webinars on HR and Payroll Topics
 - April topic is [Recruiting & Retaining Employees](#)
- [Paychex WORX Site](#)
- Potential to be a vendor/sponsor at Annual Conference meetings
- Can present in-person or conduct online webinars on HR topics

The screenshot displays the Paychex website interface. At the top, the Paychex logo is on the left, and navigation links for 'Solutions', 'Insights', and 'Contact' are on the right. Below this is a dark navigation bar for the 'WORX' site, with categories: 'Startup', 'Payroll/Taxes', 'Human Resources', 'Employee Benefits', and 'Business'. The main content area is titled 'Check Out Our Top Stories' and features three article cards. The first card, under 'HUMAN RESOURCES | ARTICLE', is titled 'How HR Can Help Shape Organizational Strategy' and includes a sub-headline: 'Here's why HR leaders are positioned to play a key role in an organization's strategic planning.' The second card, under 'HUMAN RESOURCES | ARTICLE', is titled 'Could an Unlimited PTO Policy Be Right for Your Business?' and includes a sub-headline: 'Is unlimited time off a trend or here to stay? We look at this increasingly popular benefit and what it takes to implement one in a business like yours.' The third card, under 'PAYROLL | ARTICLE', is titled 'What is the Self-Employment Tax, and What Does it Apply to?' and includes a sub-headline: 'Self-employment tax obligations need to be handled properly, otherwise penalties could ensue. Here are some basics to help you understand what is required as part of'.

Paychex Pricing

- Discount for the lifetime of the Wespath partnership
- Waived base fee option for conferences that would like to do payroll for organizations in their area
- Sign up at pages.paychex.com/wespath for a personalized quote based on the needs of your conference



The screenshot displays the Paychex website interface. At the top left is the Paychex logo with the tagline "Payroll | Benefits | HR | Insurance". At the top right is the Wespath logo with the tagline "BENEFITS | INVESTMENTS". The main heading reads "Let Paychex Handle Your Payroll & HR" with the subtext "Wespath preferred payroll and HR services partner". Below this is a contact form titled "Contact Us for More Details" with fields for First Name, Last Name, Email Address, Phone Number, Company Name, ZIP Code, and Number of Employees (a dropdown menu). A prominent orange "Get Started" button is located below the form. To the right of the form, a promotional box states "Act Now to Qualify for: 35% Off Your Invoice" and includes the phone number "800-313-0767" and "Mention Code: 5704". A small disclaimer at the bottom of the form area reads "Your information is always private and secure."



Data and Contribution Management Integration

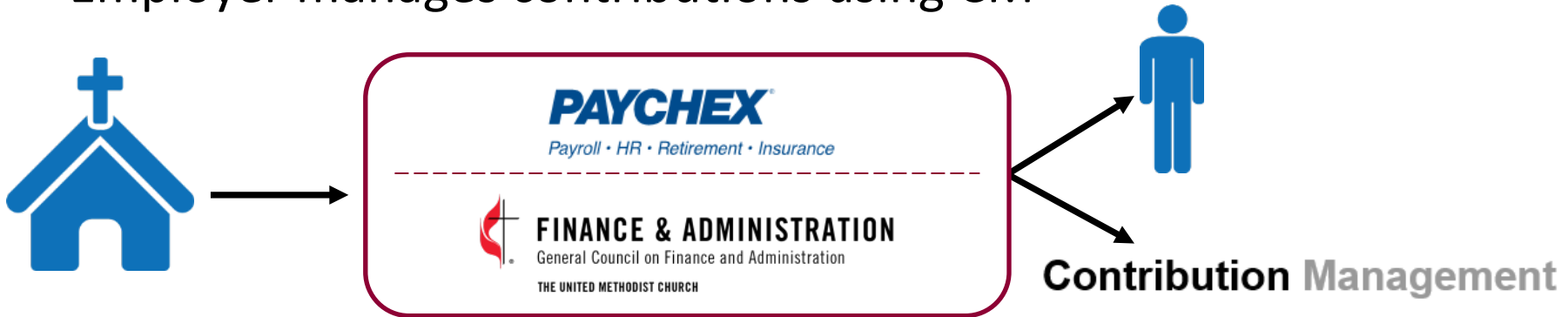
Integration Benefits

- Church/plan sponsor no longer receives paper monthly bill from Wespath
- Payroll provider transmits appropriate contribution amounts to Wespath
- Wespath notifies church/plan sponsor upon receipt of the payroll data
- Wespath debits church/plan sponsor designated bank account directly to pay the contributions



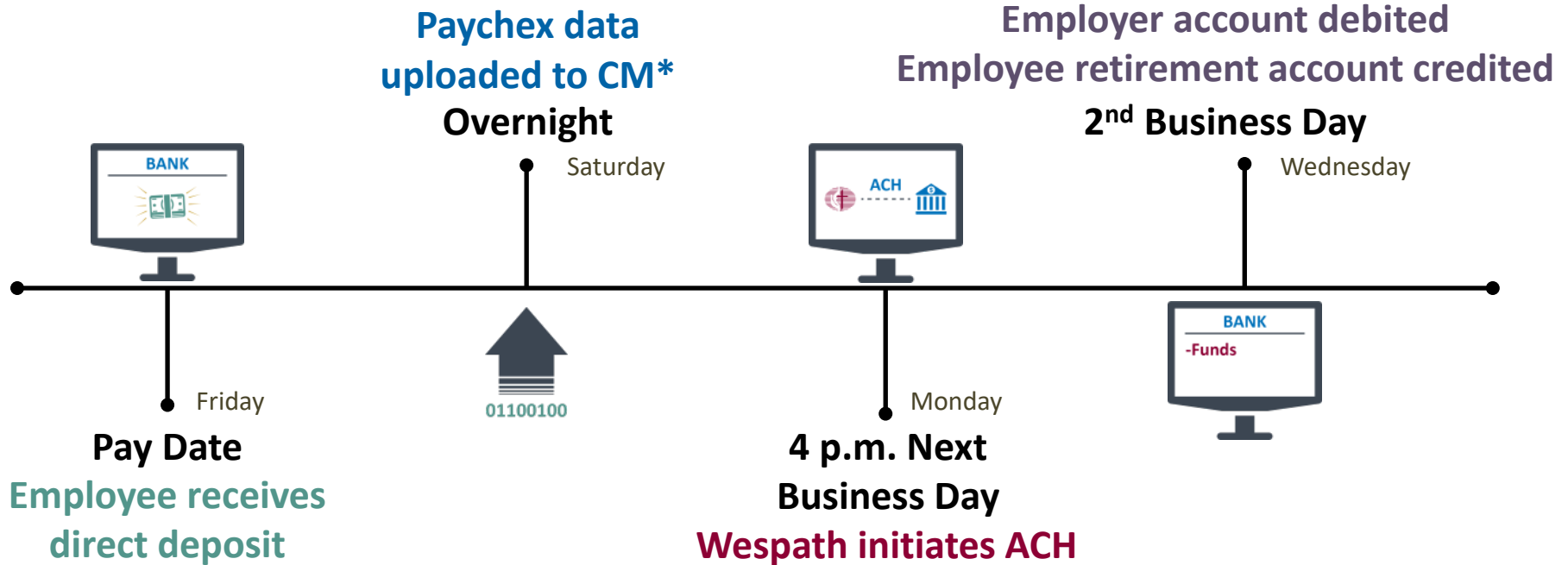
Process Overview

- Employer processes payroll using payroll provider
- Payroll provider pays employee and sends data to Wespath
- Wespath uploads payroll provider data to CM*
- Employer manages contributions using CM*



* CM—Contribution Management

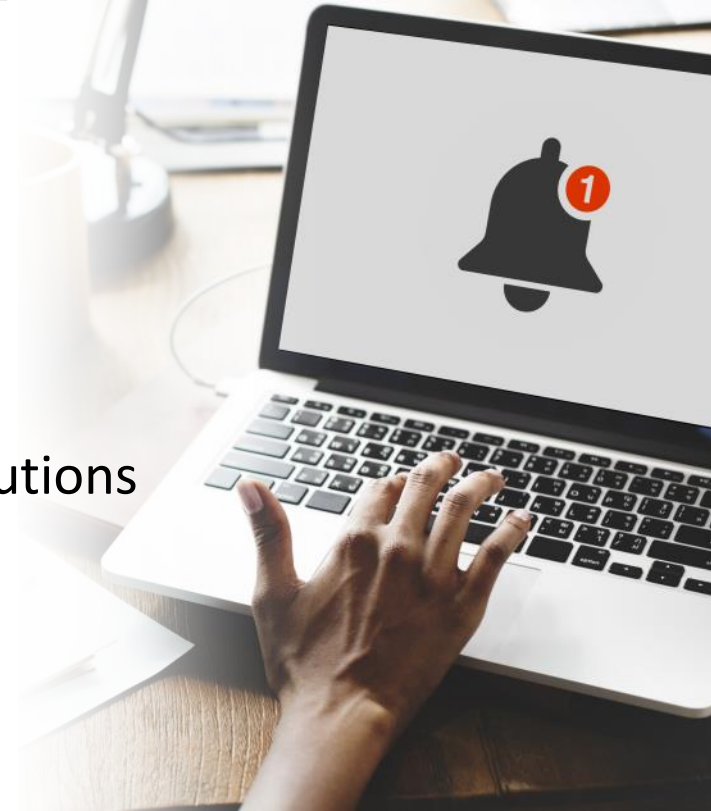
Timeline



* CM—Contribution Management

Contribution Management Notifications

- Payroll Uploaded—Contributions Due
 - Exceptions and Warnings
 - Recurring payment posting date
- Contribution File Reminder—
ACTION REQUIRED
 - End of the month for any unpaid contributions
- Other
 - Scheduled payments
 - Updated bank information



Participant Changes

Report to Payroll Provider

- New employees
- Termination, retirement, or death
- Compensation
- Indicative data (name, address, etc.)
- Retirement and health plan eligibility
- Elective deferrals **and discretionary contributions**
- Tax withholding elections
- Direct deposit instructions

Report to Wespath



- New employees
- Termination, retirement, or death
- Compensation
- Indicative data (name, address, etc.)
- Retirement plan elective deferrals

Changes impacting appointed clergy should be reported to the district superintendent and annual conference offices

Adoption as of March 2019

- Pilot Group 7/14/2018
 - 228 churches for whom East Ohio processes payroll and 2 Florida churches
- Paychex post pilot
 - Memphis conference office as of 10/5/2018
 - 1 Western North Carolina church as of 12/15/2018
 - 20 additional East Ohio churches, 2 employers, and 1 Western North Carolina church as of 1/15/2019
 - 1 Florida church as of 2/8/2019
 - 5 churches (Florida, North Georgia, North Texas, Northern Illinois, Texas) as of March 2019



What's Next

- Communicate to 70 UMPIP plan sponsors with greater than 10 employees
- Continue to focus on adoption of Paychex services for conference office/staff
- Large churches with greater than 10 employees communication program with conference awareness and support





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BENEFITS | INVESTMENTS