



CLIENT STORIES

OnPay helps Texas Agricultural Land Trust **focus on conservation** instead of payroll costs

TALT understands that to protect the community, it's important to help landowners preserve their land and maximize the conservation of natural resources in Texas.



HOW IT ALL STARTED

Stewards of the land become protectors of the state

In 2007, leaders of Texas's statewide agricultural initiatives became aware their rural lands were disappearing faster than any other state. Anything but ordinary, these acres played a critical role in food production, wildlife habitats, rural economies, and providing clean water to local communities. They were also approaching a tipping point, as any further erosion could harm water quality and increase demand for county services.

How could Texas prevent these issues from escalating? By coming together with wildlife and landowner organizations to form the Texas Agricultural Land Trust (TALT). As landowners themselves, they were familiar with the day-to-day challenges of farming and ranching, what was at stake, and how to prevent irreversible loss of land.

A steering committee consisting of the Texas & Southwestern Cattle Raisers Association, the Texas Wildlife Association, and the Texas Farm Bureau convened to develop the land trust's mission and core values. By recognizing landowners' property rights and establishing safeguards to prevent those rights from eroding over time, families are able to keep their land, while Texas remains protected through continued conservation efforts.



ABOUT THE CLIENT

Texas Agricultural Land Trust

Concerned with Texas losing its rural lands faster than any other state in the country, leaders of Texas' statewide agricultural, wildlife and landowner organizations came together in 2007 to create the Texas Agricultural Land Trust.

With a Board of Directors who are landowners themselves, TALT continues to promote the conservation of open space, native wildlife habitats, and natural resources of Texas' private working lands.

Where: San Antonio, TX

Company Size: 10+ employees

Client Industry: Agriculture | 501(3)(c)

Joined OnPay: December 2021

TALT needed a cost-effective payroll solution with automated tax processing and easily-accessible customer support. With OnPay, TALT reduced time spent on payroll and overall costs, in addition to providing employees with key benefits.

The screenshot shows the OnPay dashboard for a user named Michelle. The interface includes a sidebar with navigation options: Dashboard, Workers, Payroll, Reports, Filings, HR, Time, and Benefits. The main content area displays a greeting "Good evening, Michelle" and a row of four employee profile cards for Marissa Richards, Douglas Riddle, Eliana Dennis, and Jessica Foley. Below this, there are three main sections: "Recent pay run" (showing "Feb"), "Pay schedule" (showing a calendar grid for S M T W T F S with dates 1, 2, 3, 4), and "Next pay run" (showing "Feb").



THE CHALLENGE

Simplifying payroll while increasing impact

Dina McIlhenny has been TALT's Director of Finance for almost 10 years, taking pride in being part of the nonprofit's growth and making a positive impact on the state's wildlife and agriculture. She wanted TALT to continue scaling without compromising operations, which meant taking a closer look at internal processes. At the top of the list was running payroll more efficiently.

The TALT team had already spent time and energy trying to improve the payroll process, but issues kept cropping up, whether it was a local payroll company or a big-name provider. Reaching support was a constant challenge. "In my business, there are just times when I need to be able to call and speak to a live person," Dina said. "Most companies were not responsive, so it was always difficult to get answers when we ran into problems."



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Dina M.
Director of Finance

THE SEARCH

Big pain points with a big price

From unanswered tax questions to incorrect filings and unexpected extra fees, Dina struggled to get answers. "We were spending about \$2,000 to \$2,200 a year alone on our payroll software. [Our provider] was charging us for W-2s or added pay runs, delivery charges, and a bunch of extra fees."

These additional costs were straining the budget, and provider shortcomings became a distraction.

Dina began to search for a new provider, believing a better payroll software existed that checked all the boxes.

She knew TALT needed:

- ✓ Simple, affordable payroll software that delivered good value
- ✓ The ability to pay employees by direct deposit - and in multiple states
- ✓ Accurate, automated tax filings and payments for a 501(c)(3)

With OnPay, Texas Agricultural Land Trust has:



Reduced their annual payroll software expenses by **over \$1000**



Simplified their new hire process with employee self-onboarding and self-service



Handled special FUTA exemptions that 501(c)(3) organizations qualify for

THE SOLUTION

Maximized time (and money) through the OnPay x TechSoup network

Dina had extensive experience working with nonprofits and using TechSoup, a marketplace of vendors and resources for the nonprofit sector. Over the years, this network introduced her to services that helped the organizations she worked for — and made her job easier.

After coming across OnPay, she was impressed by the range of features and perks available through the OnPay x TechSoup partnership. It was also reassuring to know TechSoup thoroughly vets each partner, so Dina could be confident that OnPay would be trustworthy and reliable.

Once she got the green light from her organization to switch providers, everything else was seamless. OnPay had a dedicated onboarding specialist guide Dina and TALT through the onboarding process from start to finish. In addition, OnPay's team took care of migrating all of TALT's prior wages and employee data for free.

From there, OnPay helped streamline TALT's operations by automating tax filings and payments. Paying employees across multiple states became a breeze (with the addition of direct deposit payments, too). The employee self-service accounts also made it easy for their staff to update their own banking information and personal details. Thanks to OnPay, TALT successfully streamlined numerous time-consuming processes.



"OnPay is easy to use and easy for staff to access the information they need. (OnPay) is cost effective and they are responsive to your needs!"

Dina M.
Texas Agricultural Land
Trust

PRESENT DAY

Payroll that supports nonprofits on a mission

Fast forward a few years since switching and Dina couldn't be happier. Because she's able to run payroll more efficiently (only 1-2 hours a week), she has more time to focus on business development, client advocacy, and keeping TALT's mission top-of-mind in the community. TALT has found a payroll solution (and nonprofit network) that can grow with them as they continue to support land conservation in Texas.