Case Study: Streamlining Growth: How TCG Helped Achieve Audit Readiness

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People. Numbers. Mission.

The Challenge: Rapid Growth Outpacing Financial and HR Systems

A growing nonprofit organization, was navigating several financial and HR complexities as it scaled:

- **Financial Infrastructure:** The organization lacked a formalized budget in QuickBooks, limiting visibility into expenses and hindering preparation for an anticipated federal audit.
- **Growth and Compliance:** With new federal grants came the need for project-based tracking and budget adjustments. At the same time, hiring employees across multiple states introduced new tax and payroll compliance requirements.
- **HR Management:** The team needed support with core HR functions, including resolving timesheet and payroll issues in Gusto, updating the employee handbook, and managing an upcoming open enrollment period.

The Solution: Collaborative Finance and HR Framework

The client partnered with The Consonance Group (TCG) for integrated fractional CFO and HR support, delivered through a collaborative, cross-functional approach:

- **Financial Setup:** TCG worked closely with the Executive Director to finalize and implement a comprehensive budget within QuickBooks, establishing a strong financial foundation.
- **Compliance and Payroll:** TCG's payroll administrator resolved Gusto timesheet and payroll issues while also guiding the organization through state registrations and ensuring compliance for out-of-state employees.
- **Strategic HR Support:** TCG's HR lead assisted with job postings, aligned job descriptions with the employee handbook, and developed a master compliance checklist while supporting the open enrollment process.

The Result: Stronger Systems, Greater Compliance, and Confidence for Growth

The partnership strengthened both operational efficiency and financial oversight, positioning the organization for sustainable growth:

- **Financial Systems in Place:** A structured budget and expense tracking system was successfully implemented in QuickBooks.
- **Improved Audit Readiness:** The organization transitioned from requiring a full audit to a financial review for the current year, while building readiness for a future federal audit.
- **Compliance Confidence:** The team gained clarity and support in managing multi-state payroll and tax requirements.
- **Streamlined HR Operations:** With expert HR guidance in place, the organization improved compliance processes and enabled its internal team to focus on strategic priorities and professional development.