
IMPACT COMMUNITY ACTION

“After four years of searching, TimeRewards was the only system that could match our grant accounting structure.”

Rob Thoroughman · Chief Financial Officer, IMPACT Community Action

A grant-funded nonprofit that had spent four years unable to find time-tracking that matched its accounting structure, and the eight-month engagement that ended the search.

The Deal at a Glance

01 OVERVIEW

Concluding an extensive review of available time-tracking systems, IMPACT Community Action moved forward with TimeRewards following a BambooHR referral, internal stakeholder alignment, and a successful validation process, targeting a June 2026 launch.

INDUSTRY	LOCATION
Nonprofit · Grant-funded programs	Columbus & Franklin County, US
LEAD SOURCE	ENGAGEMENT START
BambooHR Partner Referral	September, 2025
CONTRACT START	REPLACES
June, 2026	Timekeeper

KEY STAKEHOLDERS

IMPACT COMMUNITY ACTION	
Rob Thoroughman	CFO · Decision Maker
Tommy Young	HR Director · Champion · Evaluator
Josh Kessler	Initial Contact
TIME REWARDS	
Ash Ahuja	Head, Revenue
Gus Sachdev	SME
BAMBOOHR	
Kevin Kitani	Referral Partner

02 THE PATH TO CLOSE



03 THE CHALLENGE

Four years. No system could fit.

Every grant hour must be tracked by employee, charge code and element code for payroll and funding compliance. The legacy system, Timekeeper, could not:

- 01 Match the required **Group > Charge Code > Element Code** hierarchy.
- 02 Produce the custom GMS export for payroll reconciliation.
- 03 Process terminated-employee payroll without a bottleneck.
- 04 Integrate with BambooHR for time-off and payroll.

04 THE SOLUTION

LEAD PILLAR

Grant hierarchy, matched exactly

The full Group > Charge Code > Element Code structure, mirroring Impact's GMS accounting model, the exact fit four years couldn't produce.

Custom Reporting

Three export-ready GMS reports: Charges by Employee, by Activity, and Clock-In/Out.

DIFFERENTIATOR

Payroll & OT Logic

OT on worked hours only, manual allocation, two roles, and terminated-employee payroll unblocked.

BambooHR Integration

Two-way sync with SSO; payroll module targeted for Phase 2.

05 THE TRANSFORMATION

CAPABILITY	Before → After	
	BEFORE	AFTER
Grant hierarchy	Flat Grant > Job Code	Group > Charge Code > Element Code
GMS Expense Reports	Manual / unsupported	3 custom export-ready reports
Terminated payroll	Blocked, bottleneck	Unblocked
BambooHR	Not integrated	Two-way sync + SSO
Go-live timing	No system that fit	Quarter-aligned, Jun 22, 2026

WHY IT MATTERS

- 01 **Fit beats features.**
An exact accounting match ended the search, not a longer feature list.
- 02 **Compliance is the differentiator.**
Terminated-payroll and GMS-ready reports were the real unlocks.
- 03 **A partner referral opened the door.**
The Bamboo HR relationship created the intro and de-risked integration.
- 04 **Align go-live to the quarter.**
With the CFO approving, the fiscal boundary set the deadline.

ROLLOUT **June** Contract start, fiscal-quarter aligned **July** Phase 1 go-live, replaces Timekeeper **Oct** Phase 2, BambooHR payroll module