

Hard Conversations: Using AI at Your Nonprofit

AI for Community Monthly Meetup | July 22nd, 2026

1

Intro

10 min

2

**Example
Conversations**

15 min

3

Breakout Rooms

15 min

4

Debrief & Wrap

15 min

Example Conversation #1

“Now that everyone’s trained on AI, how many positions can we eliminate this year?”

- A board member to an ED -- real question, real pressure
- We’ll re-enact one version of this conversation
- Then discuss what you’d do differently

Discussion Questions

1

The board member doesn’t back down. What do you say next?

2

“AI gives staff more time for the parts of the job that actually need a human” -- can you back that up at your org right now, or is it still aspirational?

3

At what point, if ever, should efficiency gains mean fewer staff? And whose call is that?

Example Conversation #2

"I don't get what the big deal is -- I built us a donor dashboard using AI and it works great. Why is finance upset?"

- Marketing built a donor tracking dashboard -- AI-assisted, no finance review
- Finance isn't objecting to the tool. They're objecting to the process.
- The tension: who gets to build things, and who needs to review them first

Discussion Questions

1

Marketing's real objection is "don't make this bureaucratic." How do you build a review step that doesn't kill the initiative you actually want to encourage?

2

Who should own the line between "safe to build without review" and "needs review" at your org?

3

If the dashboard had an error nobody caught for six months -- whose job was it to have caught it, marketing's or finance's?

Breakout Rooms -- Pick One

Room 1

The Photo Edit

Facilitator: Olivia

An AI-edited event photo swaps two older attendees for a younger couple to look more representative. The web designer refuses to use it.

Opening question:

“Was she right to push back, or is this fair game for aspirational marketing?”

Room 2

The Optics Problem

Facilitator: Ken

A managing director wants to ban AI outright. Staff wants to use AI -- but has reputational fear of how the political left views AI use.

Opening question:

“Is that a PR problem to manage, or a signal you should actually be listening to?”

Room 3

Policy vs. Practice

Facilitator: Erika

The org says it’s officially neutral on AI -- but uses it to draft its own core values statement. One staff member has qualms, and no official place to raise them.

Opening question:

“What’s driving the gap between what the policy says and what the org does -- and who gets hurt by the gap itself?”

What Did We Hear?

1 What came up across the rooms?

2 What surprised people?

3 What's still unresolved?

What's Next

Thanks for showing up and engaging honestly

No online training in August – next meetup is August 20th @ 10am Pacific (topic TBD)

September online training dates:

AI Essentials

Sept 10 & 11 | 9:30--11:30am

AI In Depth

Sept 24 & 25 | 9:30--11:30am