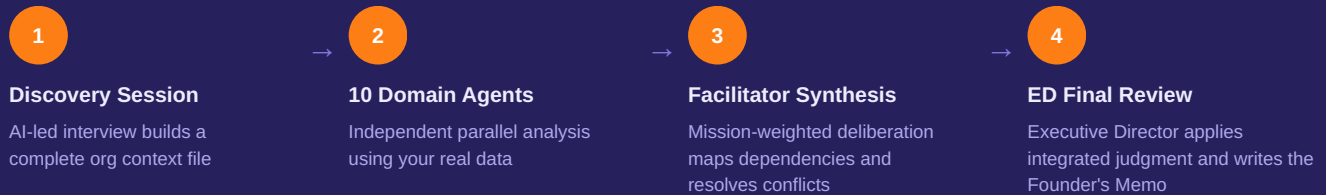


The Executive *Committee*

for Nonprofits

A full leadership roster of AI agents, built for mission-driven organizations

Every function of your nonprofit, analyzed in parallel by specialized AI agents with a mission-impact lens, then synthesized into a single, prioritized improvement plan with a full decision record showing exactly how every recommendation was reached.



WHAT IT IS

Most nonprofits get AI tools built for corporations. A chatbot for donor FAQs. A template for grant writing. A spreadsheet macro. Useful in isolation, but these tools don't understand fund accounting, grant compliance, volunteer dynamics, board governance, or the mission-first tradeoffs that define every decision you make.

The Executive Committee is different. It deploys a full roster of specialized AI agents, each calibrated for the nonprofit context, to independently analyze your organization from every angle at once. Finance. Programs. Development. Communications. Technology. People. Legal. Governance. Each agent digs into its own domain, produces a phased improvement plan, and flags what it needs from every other function to execute.

Then a Facilitator agent, running on a more powerful model, collects all of the analysis, maps the dependencies and conflicts, runs a structured deliberation, and produces a single unified roadmap. Every decision in that roadmap has a traceable reason. You don't just get a list of recommendations. You get the debate that produced them.

Every recommendation connects back to a deliberated decision made through a mission-impact lens. The transcript is the record of that deliberation: the positions, the pushback, and the reasoning that determined what comes first.

THE AGENT ROSTER

Each agent independently analyzes its domain using real data you provide: audited financials, grant reports, program data, donor records, HR files, tech documentation, board minutes. They don't share findings until the synthesis phase.

ED**Executive Director**

Mission alignment, organizational health, strategic direction, stakeholder relationships

CFO**Chief Financial Officer**

Fund accounting, grant compliance, runway, reserves, 990 analysis, budget vs. actuals

CTO**Chief Technology Officer**

Technology stack, data security, donor and program systems, digital infrastructure

COMMS**Communications Director**

Messaging, brand, storytelling, email, social, annual report, media relations

CHRO**Chief Human Resources Officer**

Staff structure, compensation equity, volunteer management, culture, burnout, retention

CLO**Chief Legal Officer**

Compliance (501c3, state), contracts, employment law, data privacy, risk management

CDO**Chief Development Officer**

Fundraising strategy, grant pipeline, donor relations, major gifts, revenue diversification

PROGRAMS**Programs Director**

Program delivery, impact measurement, grant reporting, participant outcomes, capacity

CSO**Chief Strategy Officer**

Competitive landscape, strategic positioning, partnership opportunities, long-range planning

BOARD LIAISON**Board Liaison**

Governance structure, board composition, committee effectiveness, fiduciary responsibilities, ED-board relationship, strategic planning alignment

FACILITATOR · ORCHESTRATOR

The Facilitator

Collects all domain reports, maps cross-functional dependencies and conflicts, runs a structured deliberation with per-agent voting and a mission-weighted scoring system, and produces the unified plan along with a full transcript of every position, tension, and ruling. The governing criterion is mission impact and financial sustainability, not revenue or profit. Runs on a more powerful model than the domain agents.

QUALITY & SELF-IMPROVEMENT

Every agent in the roster has been reviewed and hardened by advanced frontier models including Claude Opus and Fable. After each engagement, every agent produces a structured feedback report; those findings are aggregated and applied back to the agent source files, so the roster gets measurably sharper with each run.

Why a nonprofit-specific roster matters

A repurposed corporate framework misses what actually drives nonprofit decisions: grant restrictions, 990 disclosure obligations, volunteer economics, board fiduciary duties, restricted vs. unrestricted funds, and the reality that mission impact outranks margin. Every agent in this roster is calibrated for those realities from the start.

Looking for the for-profit version? The Executive Committee also runs with a C-suite roster built for businesses. See nortonlam.com/ai/executive-committee/

HOW IT WORKS

1 Discovery Session

We start with a structured AI-led interview that builds a comprehensive profile of your organization: mission, programs, funding mix, team structure, governance, tools, pain points, and strategic goals. This context file drives every subsequent agent session.

2 Independent domain analysis

Each relevant agent runs independently against real data you provide. The CFO agent analyzes your actual financials and grant reports. The Development agent audits your real fundraising pipeline. The Programs agent examines your actual impact data. No generic assumptions: everything is grounded in your organization's data.

3 Committee session and synthesis

The Facilitator collects all domain reports, maps cross-functional dependencies and resource conflicts, and runs a structured deliberation through a mission-impact lens. Competing priorities get argued out. Tradeoffs get documented. The unified plan emerges from that process, not from a single perspective.

4 Executive Director Final Review

An ED agent reads the Facilitator's unified plan and does something the committee can't: exercises integrated judgment. They walk through every recommended action with an Approve / Modify / Reject / Defer call and their reasoning, surface what the committee missed, and write the Founder's Memo in the ED's voice, addressed to the team and board.

5 Delivery

You receive the complete package: the Founder's Memo, the unified roadmap reconciled to reflect the ED's decisions, the committee deliberation transcript, all domain-level analyses, and interactive visualizations. Plain language, organized by phase, with clear ownership and resource estimates.

WHAT YOU RECEIVE

**Founder's Memo**

Three pages in the Executive Director's voice, addressed to the team and board. The ED agent produces this after reviewing the committee's work and applying integrated judgment. This is the document you hand to your board chair, your leadership team, or your major funders.

**Owner's Decision Record**

An Approve / Modify / Reject / Defer call on every Phase 1 and Phase 2 recommendation, with reasoning, and a section on what the committee missed.

**Unified 4-Phase Improvement Plan**

30 days, 90 days, 180 days, and 12 months, reconciled to the ED's decisions, with specific actions, owners, and estimated resource requirements for each initiative.

**Committee Deliberation Transcript**

A full record of every position, per-agent vote, and ruling through the mission-impact lens, so you know not just what to do, but why it ranked ahead of everything else.

**Domain-Level Analyses**

Full reports from each agent: SWOT, phased plan, quick wins, and AI opportunity scan specific to that function.

**AI Opportunity Map**

Where AI can meaningfully reduce administrative burden, improve program delivery, or accelerate fundraising in your organization. The Facilitator aggregates these into a cross-functional view.

**Interactive Visualizations**

Priority matrix (impact vs. effort across all initiatives) and a unified timeline showing how the four phases map across functions.

WHO IT'S FOR

Nonprofits navigating funding pressure or strategic pivots

Your programs are working but the organization is under strain. Grant revenue is concentrated in too few sources, reserves are thin, and the team is stretched. You need a clear-eyed view of where to invest and what to stop doing, not more consultants who don't understand the sector.

Organizations approaching a leadership transition

Whether an Executive Director departure is imminent or a year away, a comprehensive organizational analysis gives your board the context to hire well, set realistic expectations, and hand the incoming leader a roadmap instead of a crisis.

Nonprofits with strong mission and weak infrastructure

You know your programs make an impact. But the back office is held together with workarounds, your donor database is a mess, your grant reporting takes twice as long as it should, and technology debt is compounding. The Executive Committee identifies where infrastructure gaps are slowing your mission down.

Boards and leadership teams that need alignment, not just analysis

When your board chair, ED, and program leads all have different priorities, a document that shows how tradeoffs were reasoned through, and why the final priorities were ranked the way they were, creates genuine alignment instead of just asserting it.

PHASE 1

0-30 days

Quick wins and immediate operational improvements

PHASE 2

30-90 days

Process changes and system investments

PHASE 3

90-180 days

Strategic initiatives requiring cross-functional alignment

PHASE 4

180-365 days

Long-term transformation and sustained capability building

Ready to see what your organization looks like from every seat at the table?

Start with a Discovery Session: a 20-minute AI-led interview that gives me everything I need to scope the engagement and assemble the right agent roster for your organization. No commitment required. Or reach out directly to talk through whether this is the right fit.

Discovery Session: ai-consultation-app.vercel.app · **Email:** aiconsultant@nortonlam.com