

SERVICE OVERVIEW · NONPROFIT EDITION

The Nonprofit X-Ray

See what your organization is hiding.

“You don’t just get a list of recommendations. You get the debate that produced them.”

A FULL AI LEADERSHIP TEAM, BUILT FOR NONPROFITS, WEIGHS YOUR ORGANIZATION BY MISSION IMPACT – THEN DEBATES ITS WAY TO ONE PLAN.

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01 • WHAT IT IS

Every organization has blind spots.

Your data knows things you don't. Most AI tools for nonprofits won't surface them, because they're built for corporations — a chatbot for donor FAQs, a template for grant writing, a spreadsheet macro. Each is fine on its own, but none of them understand fund accounting, grant compliance, volunteers, board governance, or the mission-first tradeoffs behind every decision you make.

The Nonprofit X-Ray is different. A full leadership roster of AI executives, each one built for nonprofits, goes through your organization from every angle at the same time: finance, programs, development, communications, technology, people, legal, governance.

Every executive digs into its own area, weighs it by mission impact, writes a phased plan, and says what it needs from the others. Then a Facilitator, on a more powerful model, gathers all of it, moderates a debate, and produces one plan — every decision with a reason you can trace.

THE DIAGNOSIS

What's really going on inside, ranked by what to strengthen first. Every call ties back to a decision the committee weighed by mission impact — and the transcript is the record of the positions, the pushback, and the reasoning that decided the order.

HOW THE PIECES FIT

10

Leadership execs

Each built for nonprofits, running alone on your real data.



1

Facilitator

Moderates the debate with mission-weighted scoring.



1

Argued plan

One phased plan plus the full transcript of how it landed.

02 · THE AGENT ROSTER

A leadership team, built for nonprofits.

Each executive works its own area using real data you provide — audited financials, grant reports, program data, donor records, HR files, tech docs, board minutes. They don't compare notes until the synthesis step.

ED	Executive Director Mission alignment, organizational health, strategic direction, stakeholder relationships. Writes the Founder's Memo after the committee's work.
CFO	Chief Financial Officer Fund accounting, grant compliance, runway, reserves, 990 analysis.
COMMS	Communications Director Messaging, brand, storytelling, email, social, annual report, media.
CLO	Chief Legal Officer Compliance (501c3, state), contracts, employment law, data privacy.
PROG	Programs Director Program delivery, impact measurement, grant reporting, outcomes.
CTO	Chief Technology Officer Tech stack, data security, donor and program systems, infrastructure.
CHRO	Chief Human Resources Officer Staff structure, pay equity, volunteers, culture, burnout, retention.
CDO	Chief Development Officer Fundraising strategy, grant pipeline, donor relations, major gifts.
CSO	Chief Strategy Officer Competitive landscape, positioning, partnerships, long-range planning.
BOARD	Board Liaison Governance, board composition, committee effectiveness, fiduciary duties.



FACILITATOR · ORCHESTRATOR

Moderates the debate with per-executive voting and mission-weighted scoring, then produces the plan plus a full transcript. Optimizes for mission impact and staying sustainable — not revenue.

QUALITY & SELF-IMPROVEMENT

Every executive is reviewed and hardened by frontier models including Claude Opus and Fable. Feedback from each engagement folds back into the source files, so the committee sharpens each run.

WHY A NONPROFIT-SPECIFIC ROSTER MATTERS

A corporate framework with the labels swapped misses what really drives nonprofit decisions: grant restrictions, 990 disclosures, the economics of volunteers, board fiduciary duties, restricted vs. unrestricted funds, and the plain fact that mission impact beats margin. Every executive here is built for that from the start.

03 • HOW IT WORKS

Five steps, from interview to treatment.

01 **Discovery Session**

An AI-led interview builds a full picture of your organization: mission, programs, funding mix, team, governance, tools, pain points, and goals. That profile drives every session that follows.

02 **Domain-level analysis**

Each executive runs on its own against real data. The CFO reads your actual financials and grant reports; Development goes through your real pipeline; Programs reads your actual impact data. Nothing generic.

03 **Committee session & synthesis**

The Facilitator finds where areas depend on or compete with each other and moderates a debate weighed by mission impact. Tradeoffs get written down. The one plan comes out of that, not from any single point of view.

04 **Executive Director Final Review**

An ED agent applies whole-organization judgment: an Approve / Modify / Reject / Defer call on every action with reasoning, a note on what the committee missed, and the Founder's Memo in the ED's voice, addressed to the team and board.

05 **Delivery**

The whole package: the Founder's Memo, the 12-month treatment plan, the transcript, every executive's analysis, and interactive visualizations — plain language, organized by phase, with clear owners and resource estimates.

04 • WHAT YOU RECEIVE

Seven deliverables, in plain language.

Founder's Memo

Three pages in the Executive Director's voice, addressed to the team and board — written after reviewing the committee's work. The one you hand to your board chair, leadership team, or major funders.

Owner's Decision Record

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

12-Month Treatment Plan

A 4-phase roadmap — 30, 90, 180 days, and 12 months — updated to match the ED's decisions, with specific actions, owners, and estimated resources for each initiative.

Committee Deliberation Transcript

A full record of every position, per-executive vote, and ruling weighed by mission impact — so you know not just what to do, but why it ranked ahead of everything else.

Domain-Level Analyses

Full reports from each executive: SWOT, phased plan, quick wins, and a scan of where AI can help in that area.

AI Opportunity Map

Where AI can cut administrative work, improve program delivery, or speed up fundraising. The Facilitator pulls these into one view across the whole organization.

Interactive Visualizations

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

05 • WHO IT'S FOR

Built for four kinds of moment.



Navigating funding pressure or a strategic pivot

Your programs work, but the organization is under strain. Grant revenue leans on too few sources, reserves are thin, the team is stretched. You need a clear view of where to invest and what to stop doing.



Approaching a leadership transition

Whether the ED is leaving soon or a year out, a full look at the organization gives your board what it needs to hire well, set realistic expectations, and hand the next leader a roadmap instead of a crisis.



Strong mission, weak infrastructure

Your programs make an impact, but the back office runs on workarounds, the donor database is a mess, and grant reporting takes twice as long as it should. The X-Ray finds where those gaps slow your mission down.



Boards and teams that need alignment

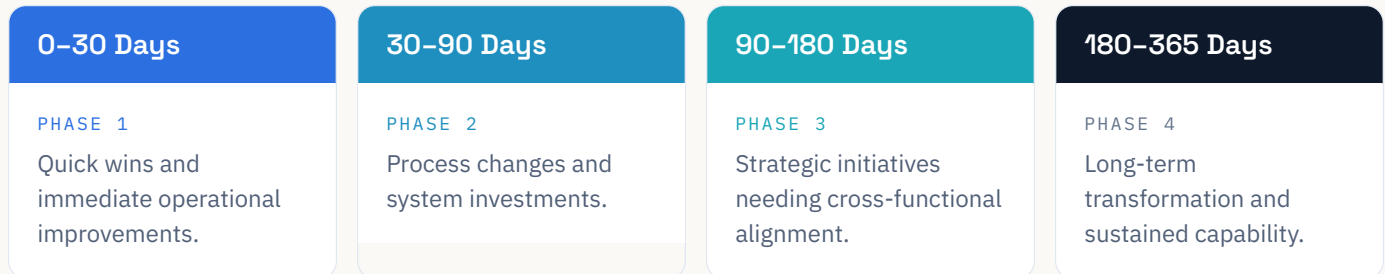
When your board chair, ED, and program leads all want different things, a document that shows how the tradeoffs were reasoned through gets people to actually agree — instead of just telling them to.



What it optimizes for is mission impact and staying financially sustainable — not revenue or profit.

THE 12-MONTH TREATMENT PLAN

A prioritized roadmap, in four phases.



READY TO SEE WHAT YOUR ORGANIZATION IS HIDING?

Start with a Discovery Session — a short AI-led interview that gives me what I need to scope the work and put together the right committee for your organization. No commitment. Or just email me and we'll talk through whether it's a fit.

DISCOVERY SESSION

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