

MACC AI Readiness Cohort for Nonprofit Leaders



Apply Today!

Build the knowledge, policies, and strategy to adopt AI responsibly.

Artificial intelligence is already changing how nonprofits work. Even if your organization does not have an AI policy or approved tools, chances are staff are already using AI to write, research, analyze information, and complete everyday tasks. The question is no longer *whether* your organization will use AI—it is how to ensure it is used responsibly, ethically, and strategically.

The **MACC AI Readiness Cohort** is a guided learning and consulting program designed specifically for MACC member organizations. Through a combination of expert instruction, hands-on activities, peer learning, and individualized consulting, participating organizations will develop the foundation they need to confidently explore AI while minimizing risk.

Not having an AI policy or being unclear in guidance for your team is no longer an option for nonprofits- your staff are likely already experimenting with these tools and they need guidance to ensure alignment with your organization's values and policies.

This cohort provides an affordable alternative to going it alone, by combining personalized guidance with the collective learning and support of a nonprofit peer network.

Cost to Participate in the AI Readiness Cohort

Organizations may send 1-3 participants but are encouraged to send at least 2 participants. The Cohort Fee per organization to participate is \$500 (total, not per participant). MACC is covering the bulk of the costs for this program so that we can learn from the experience and scale our network's AI learning over time.

Who Should Participate?

This program is ideal for MACC member nonprofit organizations that:

- Do not yet have an AI strategy or organizational policy
- Want to better understand practical applications of AI
- Are seeking a thoughtful, risk-aware approach to AI adoption
- Have limited resources for individual consulting
- Value learning alongside peers facing similar opportunities and challenges

Suggested participants- Organizations are encouraged to send two to three staff members to participate together:

- Senior Leaders and Decision Makers
- Program Directors and Management
- Department Leaders in Marketing, Communications, Finance, Fundraising, Grant writing, HR, Data, Administration, etc.
- Staff who have been directed to build this capacity for their organizations

What Participants Will Gain

At the end of the cohort, participants can:

- Build a practical understanding of AI and its applications in nonprofit organizations
- Identify opportunities where AI can improve programs, services, and administrative work
- Learn to evaluate AI benefits alongside privacy, security, and ethical considerations
- Begin developing an organizational AI policy using proven templates and tools
- Create a phased AI adoption plan aligned with organizational goals and capacity
- Receive individualized coaching to address their organization's unique questions and priorities
- Connect with a network of nonprofit peers to continue learning beyond the program

AI Readiness Cohort Trainer & Facilitator: Karen Graham

Karen Graham loves teaching and has designed and delivered over 100 webinars, self-paced courses, keynote addresses, and workshops. She specializes in nonprofit technology products, services, and practices. Karen's background includes 25 years in management and senior leadership, including as the executive director of a national nonprofit organization. She earned an MBA in Nonprofit Management from the University of St. Thomas.



Cohort Timeframe:

November 2026 – March 2027

Apply here: [MACC Member Application for 2026-2027 AI Readiness Cohort – Fill out form](#)

Cohort Components

Informational Webinar: September 2, 1-2pm

Want to hear more about AI and what nonprofits should know? Think you might be interested in joining the AI Readiness Cohort, but you still have questions? Attend the informational Zoom to learn more about AI in general and about MACC's AI Cohort opportunity.

A one-hour introductory webinar provides an overview of AI in the nonprofit sector, explores why organizations need an AI strategy, and introduces the cohort experience:

- Webinar on Wednesday September 2nd, 1-2pm
- Presented on Zoom by the Cohort Facilitator
- Opportunity for learning and Q & A
- Presenter will cover FAQ's regarding the AI Readiness Cohort

AI Readiness Cohort Interactive Workshop: November 5, 10am-4pm

A full-day, in-person AI Workshop with the Cohort:

- Wednesday November 5th, 10am-4pm
- At MACC Headquarters, 3433 Broadway St NE, Minneapolis
- Lunch & refreshments provided

Workshop Content:

- AI fundamentals for nonprofit organizations
- Process mapping to identify meaningful AI opportunities
- Risk and benefit analysis
- AI policy development
- AI adoption planning with practical templates and resources

Individual Consulting Appointments: January 2027

Following the Workshop, each participating organization receives an individual, one-hour virtual consultation to refine priorities, strengthen policies, discuss implementation challenges, and receive tailored guidance.

Cohort Check-Ins: February-March 2027

Two facilitated virtual sessions allow participants to share progress, troubleshoot implementation challenges, exchange ideas, and learn from one another's experiences.

- February 2027 – a virtual check in with Cohort Members
- March 2027 – an in-person wrap up with Cohort Members

Peer Learning Network

Participants are encouraged to build ongoing relationships with fellow cohort members through informal peer connections that continue beyond the formal program.

Expected Outcomes

Organizations completing the AI Readiness Cohort will leave with:

- A stronger understanding of responsible AI use in nonprofit settings
- Increased confidence evaluating AI opportunities and risks
- At least one identified AI use case ready for implementation
- A draft or completed organizational AI policy
- A practical AI adoption roadmap to guide future implementation

The AI Readiness Cohort equips MACC network nonprofit leaders with the knowledge, tools, and confidence to move beyond experimentation and toward intentional, mission-aligned AI adoption that strengthens organizational effectiveness while protecting the people and communities they serve.

Dates to Know:

- **August 10– September 24:** The application period for MACC's AI Readiness Cohort. [MACC Member Application for 2026-2027 AI Readiness Cohort – Fill out form](#)
- **September 2, 1-2pm:** Zoom Information Webinar: Meet Cohort Facilitator & Ask Questions about the AI Cohort and AI for Nonprofits in general.
- **September 25:** Participating organizations will be selected. If the volume of applicants exceeds the available Cohort slots, MACC will implement a lottery to randomly pick participating organizations. Remaining organizations will be placed on a waitlist or contacted for a future Cohort opportunity.
- **September 28:** Participating organizations will be notified and billed the \$500 Cohort Fee.
- **October 28:** Payment due date for the \$500 Cohort Fee.
- **November 5:** Cohort Workshop and Kickoff.

Questions?

Contact Laurel Hansen Laurel.Hansen@macc-mn.org
612-230-5731