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Lead.
Legacy.



COMMUNITY FOUNDATION CONFERENCE

**Endow
Manitoba**



Learn.
Lead.
Legacy.

APRIL 24 • 26, 2026



Leading Through Change in the Age of AI: Innovation, Ethics & Practical Action

Immersive Learning Experience

April 25, 2026 | 10:30 - 11:45 a.m. | Stevenson C





Your Facilitators

Michelle Kuly

Founding Partner, Neralake | CEO, Blueprint Inc.

For more than 20 years, Michelle has led complex public engagement and strategic planning initiatives, helping governments, foundations, and nonprofits align diverse perspectives and move from dialogue to clear, actionable direction.

Past Chair and current board member, Manitoba Chambers of Commerce. Grew up in Selkirk, raising daughters Lucie and Eve.

Pam Grahame

Senior Consultant, Blueprint Inc.

Pam believes people do their best work when they feel heard, supported, and part of the solution. Drawing on experience across public, nonprofit, and industry sectors, she helps organizations navigate change, align around priorities, and turn strategy into practical action.

Known for a warm, inclusive approach that encourages learning and embraces new tools and technologies. Living the Rural life in East Selkirk with her retired teacher and a Doodle.



Land Acknowledgement

We respectfully acknowledge we are located on Treaty 1 Territory and on the homeland of the Red River Métis.



Our Journey Together Today

75 Minutes | 4 Stops

- 1 Setting the Stage: AI in Plain Language**
- 2 AI + Community Values: A Natural Fit**
- 3 Guardrails: Using AI Responsibly**
- 4 Show & Tell: Experiment with Confidence**



Learning Outcomes

Understand how AI can support community-focused work when guided by clear values.

Identify simple ways to experiment with AI in your own organization.



What AI is. What AI isn't.

AI IS a thinking partner that helps you go farther, faster.

AI IS NOT a replacement for your judgment, relationships, or mission.

- The biggest shift: treat it as a collaborative thinking partner, not a search engine and not a decision-maker.



Let's chat: The AI Question

When you hear 'AI,' what are the first words that pop into your head; And why?

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Some M/L history

<i>1950s</i>	<i>1960s</i>	<i>1970-'90s</i>	<i>2000-'10s</i>	<i>2020s</i>
Birth	Computing Setbacks	Rules-to-Learning Shift	Deep Learning Takeoff	From Analysis to Agents
The idea of AI is born. Early enthusiasm about replicating human intelligence	Setbacks caused by limited computing power and naivety about the complexity of intelligence. Period known as the "AI winters"	Shift from rules-based to machine learning systems, beginning of natural language processing.	Deep learning takes off, fueled by big data and computing power. Systems can now learn from massive datasets.	Generative AI like GPT-5.2, Claude Opus 4.6 become widely available. AI is moving from just analysis to creative synthesis and multi-stage processes with high autonomy

POPULAR GENERATIVE AI MODELS



ChatGPT

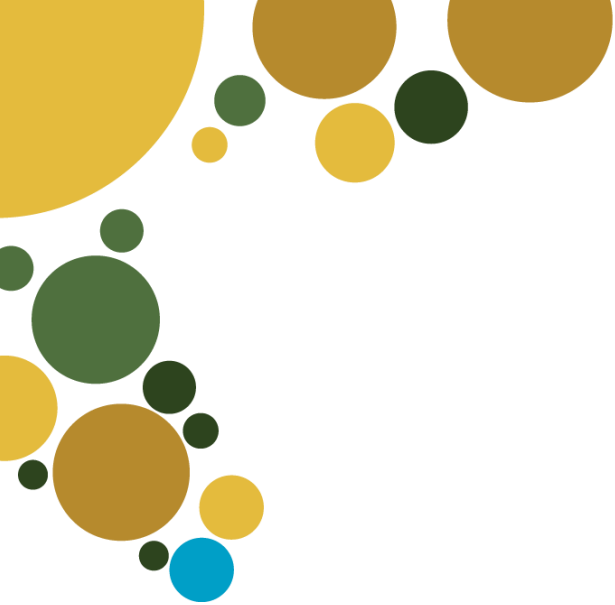


Claude



Copilot

Gemini



AI Guided by Community Values

Learning Outcome 1:

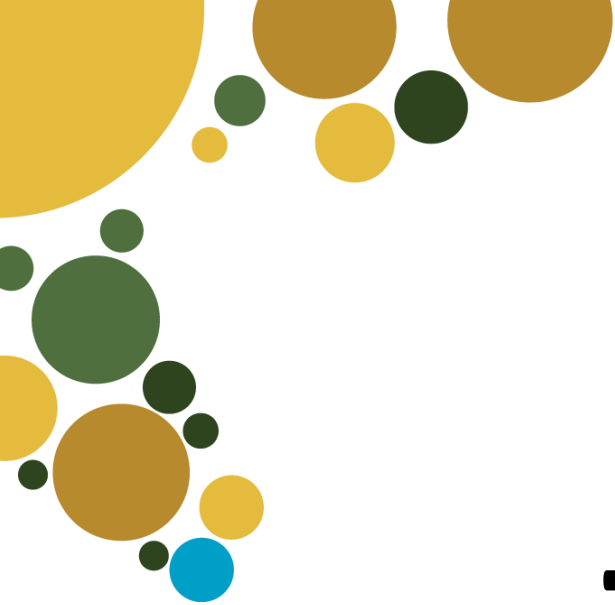
Understand how AI can support community-focused work when guided by clear values.



What Does This Look Like in Practice?

Real Examples from Community-Focused Organizations

- **Grant Writing Support**
- **Community Needs Assessment**
- **Board & Donor Communications**
- **Change: Embrace with care**



Two Modes of AI That Matter Most

Efficiency Mode

Faster first drafts. Quicker summaries. Less time on formatting.
Result: You reclaim time for the work only you can do.

Thought Expansion Mode

AI surfaces blind spots. Generates options you wouldn't have considered. Challenges your assumptions.
Result: Better decisions, not just faster ones.



When innovation enters the room, responsibility expands

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How to talk to AI effectively

- The Art of Prompting
- Key tips for working quickly
- Live Demos

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Structured Prompting

Have you ever used structured prompting?

What have you noticed works and does not work when interacting with a model?

8 COMMITMENTS TO ETHICAL AI USE



Human First



Sustainability



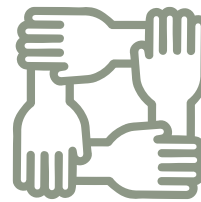
Accountability



Privacy Protection



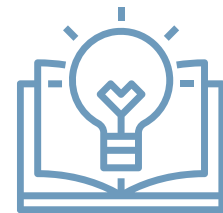
Bias Reduction



Community Representation



Transparency



Education and Safe Practice



The COSTAR Method

CONTEXT

What is the background or situation? The more the better!

OBJECTIVE

What is your end goal? Why are we doing this?

STYLE

How should we structure the response?

tone

What feeling should we convey?

AUDIENCE

Who is this for? Tell me about them.

RESPONSE

What format or output do you need?

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Simple Ways to Start Experimenting

Learning Outcome 2:

**Identify simple ways to experiment with AI
in your own organization.**



Practical Example #1: Turn a meeting transcription into a meeting recap

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Meeting Transcription

Meeting with Pam Grahame
April 17, 2026 10:44 am - 10:47 am

Content

Transcript

View recap

2m 48s

Expires in 120 days

10:47 am Recording stopped.

Shared files

Attendance

AI summary Transcript

Download Delete

Search

AI-generated content may be incorrect

Pam Grahame started transcription

Pam Grahame 0:08

Thanks for coming to our meeting today, period. Today we want to talk about how to plan an event where everyone feels seen, they feel included, they feel that they can have their voices heard, and yet are willing to speak up in a conflict supported situation period, we're finding that a lot of people in the organisation are having problems voicing their concerns. And so Eric has been very graciously suggested that we come to his house and we have a conversation that we somehow metaphorically cheque our egos at the door as well as our defence mechanisms at the door. So the approach of this meeting is to work as a community and to understand the role of sharing resources. The people in the meeting will be, as I mentioned, Eric, myself, Pam, Bert, Mary, and Cynthia. People that will be unavailable to attend are Bill and... Robin. It will be important to take detailed minutes in this session and to have a co-created session design. Setting up a meeting to start that co-creation will be important and we will task Bert to do that. Then we need to pick a date, so somebody needs to send out a doodle poll, and I think that will have to be. Sending out the doodle poll will have to be Mary. And we want to understand.



What the Meeting Was For

A short, plain explanation of why the meeting happened.

What We Talked About

Topic 1

- Key point
- Key point

Topic 2

- Key point
- Key point

Top 3 Things to Know

1. Most important takeaway
2. Second key point
3. Third key point

Who Was There

- Name – Role
- Name – Role

Prompt

What Was Decided

- Clear decision
- Clear decision

Who's Doing What

- Person: Task (deadline, if mentioned)
- Person: Task

Next Steps

- What happens next
- Any follow-ups or upcoming actions



AI-generated Meeting Recap

What the Meeting Was For

To plan an event where people feel included, heard, and comfortable speaking up, especially in conflict situations.

What We Talked About

Creating an Inclusive Event

- Making sure everyone feels seen and included
- Encouraging people to speak up, even during conflict

Meeting Approach

- Hosting the session at Eric's house
- Leaving egos and defensiveness at the door
- Working together as a community and sharing resources

Planning the Session

- Need for detailed notes
- Co-creating the session design
- Setting an agenda that supports co-creation

Logistics

- Sending out a Doodle poll to pick a date
- Identifying who will attend and who cannot

Top 3 Things to Know

1. The goal is to create a safe, inclusive space for open conversation
2. The session will be co-created by participants
3. Key planning tasks have been assigned with a deadline of next Friday

Who Was There

- Pam
 - Eric
 - Bert
 - Mary
 - Cynthia
- (Not attending: Bill, Robin)

What Was Decided

- The session will be co-created
- It will take place at Eric's house
- A structured agenda will be developed

Who's Doing What

- Bert: Set up a meeting to start co-creation
- Mary: Send out Doodle poll
- Eric and Pam: Create the agenda

Next Steps

- Send Doodle poll and confirm date
- Set up initial co-creation meeting
- Finalize agenda
- Complete all planning by next Friday





Key ways to work quickly...



Screenshotting

Just take pictures or screen shots as much as possible.



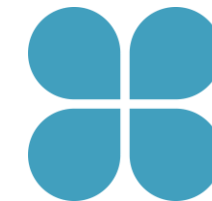
Transcription

Start recording transcripts of key conversations.



Voice

Use voice mode to brainstorm in real time and on the go



Using Projects

Keep an ongoing file for a subject area that you continue to work from



Practical Example #2: From Rough Notes to Grant Application

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Grant Application

Grant Application for Funding

Program: _____

(name of program to which you are applying for funding)

Completing the form

This is a standard form used by multiple programs at Employment and Social Development Canada (ESDC).

You must read the Prepare to Apply page that is specific to the program to which you are applying. Each funding program may have unique mandatory questions, priorities, or supporting documents to submit with the completed Application Form.

Unless otherwise indicated in the Prepare to Apply page or on this form, you must complete all parts of the Application Form. ESDC may refuse applications that are incomplete or contain errors. We will contact you to request any mandatory information if it is missing from your application form.

If a closing date is posted, you must submit your Application Form by that date. We will not accept applications received after a closing date.

This document includes the following sections:

Section A – Notice to Applicants

Section B – Application Form

Part 1 – Organization

Part 2 – Project Proposal

Part 3 – Budget

Part 4 – Attestation



STEP	PURPOSE	STARTING PROMPT (edit the brackets)
1	Understand	"Summarize [PROGRAM] guidelines. List eligibility, objectives, priorities, hard rules, and scoring weight."
2	Clarify org	"Ask me 10 questions about our mission and impact, then draft a 450-word org description."
3	Define need	"Write a 200-word need statement for [COMMUNITY/ISSUE] using this data: [PASTE]. Cite every number."
4	Describe project	"Turn [IDEA] into goal + 3 objectives + 6-8 activities with weekly timeline for 52 weeks."
5	Outcomes	"Suggest 5 measurable outcomes. For each: number tracked, tool used, timing of measurement."
6	Budget	"Build a \$[AMOUNT] budget from: [LINES]. Enforce [PROGRAM CAPS]. One-sentence justification per line."
7	Align	"Compare my draft to [PROGRAM]'s priorities. List gaps. Suggest specific, scoring-relevant edits."
8	Review	"Act as a reviewer. Score my draft on a 5-point rubric. List top 3 weaknesses."

What the completed grant application looks like

Form EMP5671, 5 answers that matter most

✓ READY TO SUBMIT

PROJECT TITLE

"Connected Seniors: Digital Literacy & Fraud Awareness in [TOWN]"

Q 2 0

BUDGET ASK

\$25,000

- Matches Q30 = Q31 ✓
- Admin 16% (cap 25%) ✓
- Salaries 23% (cap 25%) ✓

Q 2 3 / Q 3 0 / Q 3 1

TIMELINE

52 weeks

- Start: 2026-06-01
- End: 2027-05-28

Within NHSP window ✓

Q 2 1 / Q 2 2

WHO BENEFITS

100+ seniors

in [TOWN, PROVINCE]

- Senior leaders: 12 volunteers
- Indigenous partner:
[FRIENDSHIP CENTRE]

Q 2 9

MEASURABLE OUTCOMES

- 80%** more device confidence
- 75%** identify 3 common scams
- 60%** reduced loneliness (UCLA-3)

Q 2 4

PROGRAM PRIORITIES HIT

- ✓ Healthy aging ✓ Digital literacy
- ✓ Elder fraud awareness ✓ Reconciliation
- ✓ Access to government services

Q 2 5



Advanced Tools Discussion

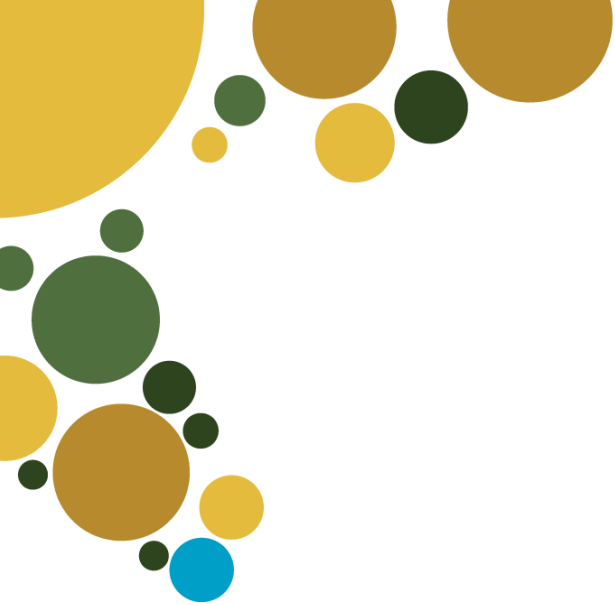
What is a GPT assistant?

What is an Agent in CoPilot?

When and why would I use these tools?

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Start Small. Start This Week.

Experiment 1: The Thinking Partner Test

Bring a real challenge to Claude or ChatGPT. Ask: "Ask me questions before we solve this."

Time required: 15 minutes

Experiment 2: The Draft Accelerator

Use AI to write a first draft of something you've been putting off. Review and refine.

Time required: 20 minutes

Experiment 3: The Values Check

Share your foundation's mission with AI and ask: "What am I not seeing here?"

Time required: 10 minutes



AI is really about Change

Societal, Organizational, Personal

Reflect:

What's your biggest change challenge?

When you're sitting in a strategic plan that's beautifully written and looks great, what stops you from implementing those actions?

In this time of change and uncertainty in the world, can you imagine how much stronger your organization would be if you had a thinking partner?



A better way to support change through strategy

- **AI Accelerated Planning**
- **Guarantee Alignment**
- **Empower Small Teams**

STRATEGIZE & PRIORITIZE/IDENTIFYING ACTION PLANS

15:00
13:25

Recording Pause Discussion

Information Education & Resources

What needs to happen to move this forward?

Think in terms of key actions, initiatives, or shifts—not tasks.

Back Continue

Goal description

We serve the people who live, work, visit, an —because we believe that a strong downtown city. Our purpose is to advocate for downtown community, restore pride, and spark positive heart of Winnipeg.

Focus Areas

Learning Tool

Use member and employer surveys to understand measure the value of our education and advocacy

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Lorem ipsum dolor sit amet consectetur. Luctus di lobortis quis sed odio. In arcu augue odio justo ma

Educate History

Refine Programs



Execution is the next frontier

Boards are younger, donors expect real-time impact metrics, and your teams need tools that work like everything else in their digital lives.

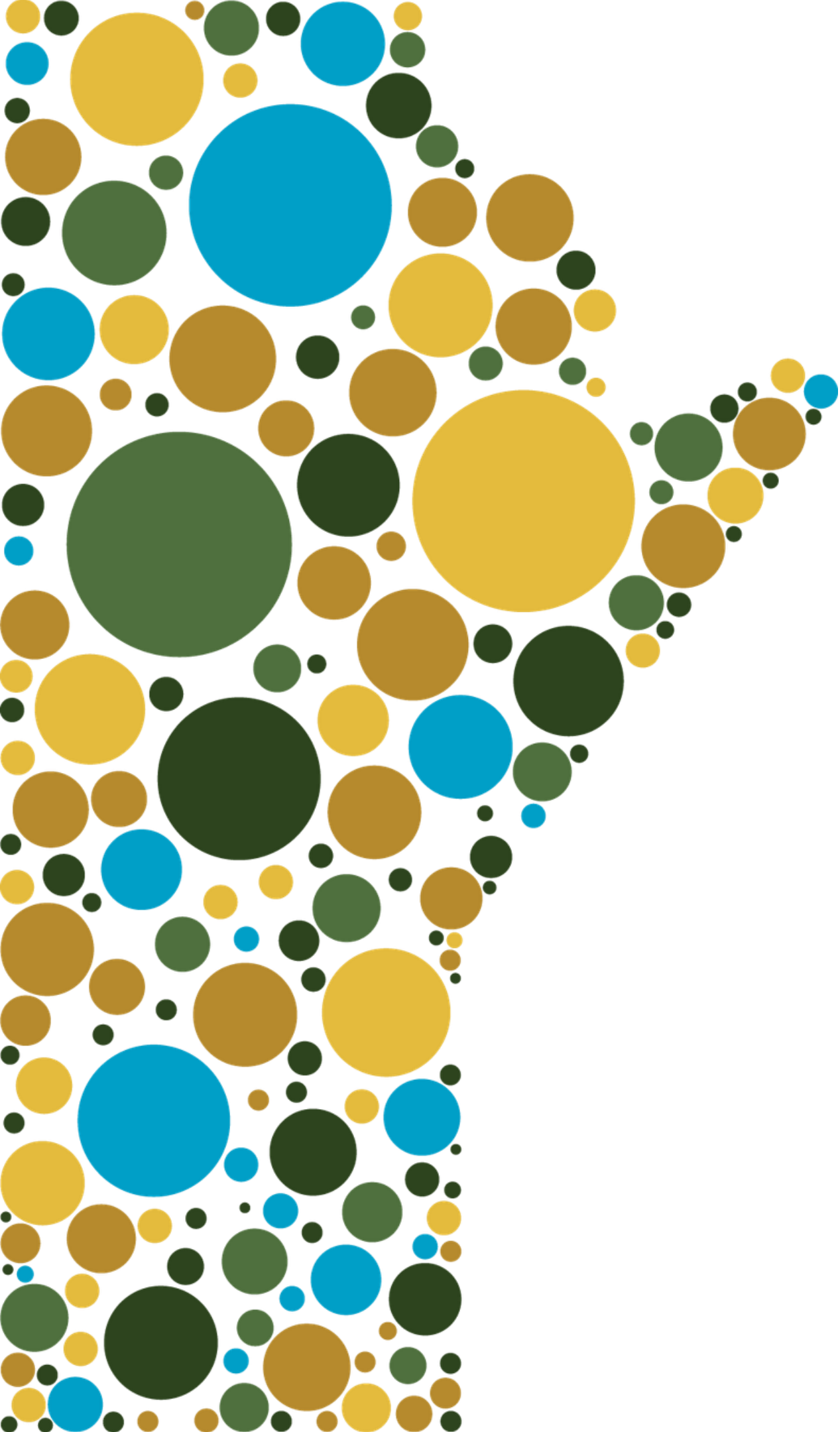
The screenshot displays a digital meeting interface. On the left, a 'Strategy Check-In' section features a circular timer showing 50:00 out of 60:00, with a 'Recording' indicator below it. Below the timer is a 'Meeting Agenda' list with items: 'Check in', 'Digital Learning Collaboration' (highlighted in green), 'Accessible Inclusive Technology', 'Ethical AI Governance', and 'Final Check in'. At the bottom of this section are 'Previous' and 'Continue' buttons. The right side of the interface shows a detailed 'Action Plan' for 'DIGITAL LEARNING COLLABORATION'. It includes a monthly calendar from Jan to Dec with task cards floating over it: 'Finalize slide deck for stakeholder...' (Jan), 'Draft internal communic...' (Feb), 'Create onboarding guide for facili...' (July), 'Finalize slide deck for stakeholder briefing' (Aug), and 'Build draft of content feedback loop wor...' (Oct). A search bar at the bottom of the calendar asks 'What progress have we made since our last meeting?' with navigation arrows.

Visit us at:



See how Neralake can help:





Shared reflections

**What's one key takeaway or "AHA" that you want to remember?
What are you curious about now?**

Individual Reflection

What tools & ideas can you take back to your community foundation board?



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