

AI: A Framework for Discussion

For nonprofit, church & marketplace leaders

How to use this: Bring it to your board, staff, or leadership team. These are prompts for an honest conversation, not a test, and not rules handed down. Sit with the questions that land. **The throughline: Don't panic. Don't worship. Steward.**

1 Start honest: where are we already?

THE LINE WE HAVE TO WATCH

- Where is AI already in our organization (staff, volunteers, vendors), even if no one decided it formally? Do we actually know?
- Of the four stages (automation, insight, agency, self-determination), where are we operating today? Where do we want to stop?
- Are we reaching for AI to do more, or to free our people for the work only people can do? How would we honestly tell the difference?

2 Draw the line on trust & control

AGENCY · KEEPING THE POWERFUL PARTS INTERNAL

- What data and decisions must stay inside our walls: donor records, pastoral conversations, member information?
- Where are we willing to let AI act on our behalf, and where will a human always stay in the loop?
- When AI gets something wrong (and it will), who is accountable, and how would we even catch it?
- What is the one thing we will never delegate to a machine, no matter how good it gets?

3 Guard what matters most

THE DEEPER STAKES

- What practices in our community could AI quietly erode: prayer, discernment, study, real presence with people?
- Where are we tempted to lean on a tool instead of on God, or instead of on each other?
- What do we want to keep stubbornly human and slow, on purpose?
- Is our technology serving our discipleship, or beginning to disciple us?

4 Check our pace and our “why”

A BETTER QUESTION THAN “FASTER”

- Are we adopting AI to be faithful, or to grow for growth's sake? How would we know?
- Does this protect Sabbath and a sustainable pace, or just help us race to burnout more efficiently?
- How might AI change what we celebrate and reward in our staff and volunteers?
- Who outside our walls is affected by these choices, and what does loving them look like here?

5 Honor the people who work for us

FOR MARKETPLACE & EMPLOYER LEADERS: DIGNITY, HUMANITY, IDENTITY

- When AI frees up time and roles, do we use that to invest in our people, or to need fewer of them?
- Are we treating our team as image-bearers of irreplaceable worth, or as costs to be optimized? How would they say we've answered that?
- When AI can do part of someone's job, what's our commitment to redeploy, retrain, and grow them rather than discard them?
- People's dignity was never their output. How do we make sure our use of AI doesn't quietly teach them otherwise?
- Can we let AI carry the drudgery so our people do more meaningful, human, and creative work, not less?
- As Christian leaders, how does the way we handle AI become a witness, about what we believe people are worth?

First steps for your team

A place to begin, not a finish line.

- 1 Inventory** how AI is being used across your team today. Surface the informal before you try to govern it.
- 2 Name an owner** or a small group (leadership and ministry, not just IT) to steward this.
- 3 Draft a one-page AI policy** your principles, green-light uses, off-limits areas, data boundaries, and what you'll disclose.
- 4 Make a people commitment** decide in advance how the time AI frees up gets reinvested in your team, not just extracted as savings.
- 5 Pick one redemptive pilot** one piece of no-value busywork to hand off, so a real person gets time back for ministry.
- 6 Protect one rhythm** name a Sabbath or presence practice you will guard no matter what.
- 7 Put it on the calendar** to revisit. This is moving fast; treat it as a living conversation, not a one-time memo.