

PMI Norway Chapter Record from Annual Meeting 2025

MS Teams October 6th 2025, 19.30-21.00

Agenda:

1. Approval of the Meeting Notice and Agenda
2. Election of Leader of the Annual Meeting, Scribe, Protocol Signees and Teller
3. The Board of Director's annual report and accounts for the previous period, including the Auditing Committee's report.
 - a. Annual report for 2024-25
 - b. Accounts for 2024-25
 - c. Balance and result for 2024 (approved by "Regnskapsregisteret")
 - d. Auditing Committees report for 2024-25
4. Budget for the Next Period – 2025-26
5. Suggested Changes to our Bylaws, incl Charter with PMI
6. Election for Chapter Board and Auditing Committee
7. Appointments of Nominating Committee

Record

President Merete Munch Lange welcomed the participants. The total number of potential votes was 14 (excluding the chair's tie-breaking vote). Attachment 1 provides a list of the **17 registered** participants at the annual meeting, of which **14 were present during the voting**.

Item 1 Approval of the Meeting Notice and Agenda

Ruling: The meeting notice was unanimously approved.
The agenda was unanimously approved.

Item 2 Election of Leader of the Annual Meeting, Scribe, Protocol Signees and Teller

Ruling:

a. Election of Leader of the Annual Meeting

Unanimously elected as Meeting Leader: Merete Munch Lange

b. Election of Meeting Scribe

Unanimously elected as Meeting Scribe: Kari Mørkesdal

c. Election of Protocol Signees

Unanimously elected as co-signers of the record: Lill-Ann Diserud and Torgeir Fjelldal

d. Election of Counting Corps

Elected as Counting Committee: Tommy Nordlund

Comment:

Voting for the elections will be by Mentimeter. Voting for the Charter and Bylaws changes will be by majority vote.

Item 3 The Board of Director's Annual Report and Accounts for the previous period, including the Auditing Committee's report.

a. Annual report for 2024-25

The President made the introduction to the annual report, and each area was presented by the person responsible for that specific area (or a backup for those Board members unable to attend the annual meeting).

Comments beyond the points of focus listed in the presentation:

- President's Summary – Merete Munch Lange
 - To get to know each other faster and encourage collaboration across areas of responsibility, Lego Serious Play was used during the first Board workshop after the 2024 election.
- Members
 - Small growth in member count for the first time in several years, after many years of membership decline, which is very positive.
- Professional Development – substitute for Ingrid P. Viddal: Kari Mørkesdal
 - Very good collaboration with Holte Academy during the three years of our collaboration on growing the interest in PMP certification.
- Volunteer Engagement – Ali Kohansal
 - Significant growth in Volunteers these last two years, ready to support the chapter. It is key to engage them with interesting tasks and responsibilities so that they stay as volunteers.
- Young Professionals – Tommy Nordlund
 - Connections with academic bodies re-enabled
 - Project management studies
 - Student engagement – these are our future members
- Events – Natella Ghazaryan
 - Many good webinars with high quality speakers who are happy to support PMI Norway Chapter.
 - Very positive activities in Rogaland during the first half of 2025.
 - The 25th anniversary conference has been our main focus for events this period.
- Partners and Sponsors – substitute for Aleksander Strøm: Merete M. Lange
 - Broad reach across Academia, collaboration partners and professional sponsorship opportunities.
- Operations – Communications, Upskilling and New Membership Model Governance – Kari Mørkesdal
 - Much improved social media presence and communication thanks to Roma Karlsen in the Communications Manager role.
 - The New Membership Model that will be rolled out for implementation from 1 February 2026 has been a priority in order to get ready for launch.

b. Accounts for 2024-25 & Balance and result for 2024

Kari Mørkesdal (Operations Director, including Finance Manager) provided an overview (ref attachment 2a and 2b) of the chapter's financial performance and achievements for the period. She highlighted that the chapter has maintained a stable income from membership fees, achieving good value for members despite limited event spending. There was no overspending in any categories, and overall financial management was stable. Actual income from 1. Sept. 2024 – 31. Aug 2025 was NOK 272 165,-. Expenses from 1. Sept. 2024 – 31. Aug 2025 were NOK 238 558,-. A profit of NOK 33 606,- for the financial year.

Comments:

- Since the 25th Anniversary Conference was scheduled on 23 October, none of the costs associated with the conference were paid during the previous period as budgeted. The first invoices are expected only in October of 2025.
- Some events that we thought would cost money, ended up being sponsored and speakers did the events for free.
- Some events and activities we planned for the in-person format, were either made digital due to illness and trouble travelling, or the event was cancelled in order to focus on the Anniversary Conference.

Ruling:

The annual report and accounts for 2024-2025 were presented and unanimously approved.

d. Auditing Committee's report for 2024-25

Øyvind Johnsen presented the auditing committee's report, highlighting the following key points:

- Satisfactory accounting practices and good financial overview for the Board.
- Positive that 600K has been moved to a high-interest account.
- Budget continues to include co-financing of PMP Prep courses and other PMI certifications, positively impacting membership growth and general upskilling of Project Managers in Norway.
- The committee notes that the Anniversary Conference budget of NOK 350K has been moved from 2025 to the 2026 budget, with an estimated income of NOK 100K.
- The committee continues to have a concern relating to the delivery of value to members, whether we create enough value as a chapter. Therefore, the committee has several recommendations:
 - Continued encouragement for the Board to develop plans for establishing branches again. The committee asks that the Board makes it a specific goal to start the process in the near future.
 - Need established meeting places for in-person/physical activities and events.
- Accounting practices deemed acceptable; administrative routines satisfactory.
- Decision-making and activities well organized.
- Ref. also the complete auditing report (in Norwegian)

The annual meeting acknowledged the audit report and will actively work on addressing the points highlighted.

Item 4 Budget for the next period 1.9.2025-31.8.2026

Kari Mørkesdal presented the budget for the period from September 1, 2025, to August 31, 2026 (see attachment 3) and outlined the various budget items. The budget includes a significant projected deficit this year, enabling continued organizational development and activities for our members, as well as engagement among potential members and corporate partners. Notable budget items include the 25th anniversary conference on 23 October 2025, for which all costs will be taken in the new budget year.

One known budget deficit compared to the assumptions made 30 days prior to the Annual Meeting, is that we will not make NOK 100 000,- on ticket sales and sponsor deals for the conference. One month ago, we were convinced that this was achievable, especially because the program and speakers are very high quality, and the conferences fees are very reasonable and high value for all categories of participants.

Comments:

- On the point of NOK 100.000,- in income for the anniversary conference during the budget period, it was commented that a budget will never be an exact science, so it is acceptable that we don't hit every budgeted item exactly.

Ruling:

The budget for the period September 1, 2025, to August 31, 2026, was unanimously approved.

Item 5 Suggested Changes to our Bylaws, incl Charter with PMI

The Charter that governs the relationship between PMI and PMI Norway Chapter is the most important document regulating this relationship. When in doubt, the Charter applies, as referenced in our Bylaws in several places.

In connection with the introduction of the "New Membership Model" in PMI, where Norway Chapter is in Group 2 (after the Pilot group and Group 1), PMI had to update the Charter template for all PMI chapters around the world to incorporate. The PMI Norway Chapter Board of Directors approved the updates in a Board meeting on 3 September.

- Chapter membership will be mandatory
- Rate refunded to Norway Chapter per regular individual member reduced from USD 35 to USD 30
- Serve members of other chapters

Ruling:

The changes to the Charter between PMI and Norway Chapter were unanimously approved.

In addition, the Board of PMI Norway Chapter, has reviewed the Bylaws and put forward three proposals for the Annual Meeting:

Proposal 1: Board open to allow «bench proposals» for Board roles, and would like to let the Annual Meeting decide if we make the change, or if we leave as is (i.e. not allowed).

Ruling:

The meeting were positive to open up for bench proposals as per proposal 1, but would like more specifics, i.e. how it would work. The Administration will prepare 2-3 suggested texts and send out for a vote to our members, no later than in time for the next Annual Meeting in 2026.

Proposal 2: Deadline for financial results and budget ready 10 days (reduced from 30 days) before the annual meeting together with the other documents

Ruling:

The meeting was not against proposal 2 on principle, but the meeting would like the Administration to double-check the below items. Until these investigations have been completed, the existing deadlines remain as before.

- Are there any requirements from Brønnøysundregistrene (Norwegian authorities) related to these deadlines?
- Are there any requirements from PMI related to these deadlines?
- Other legal requirements regarding timelines for having documents ready prior to Annual Meetings and Special Meetings?

In addition, the meeting would like a proposed text in the Bylaws which ensures sufficient time for the Auditing Committee to review the accounts and budget before the deadline to deliver the Auditing Report 10 days before the Annual Meeting. The Administration will prepare such proposal, no later than in time for the next Annual Meeting in 2026

Proposal 3: Principal address change from «Oslo» to «that of the President of PMI Norway»

Ruling:

The suggested change in proposal 3 was unanimously approved.

In addition, there were suggested alignments with latest Bylaws template from PMI and linguistic improvements.

Ruling:

The suggested changes related to PMI's copyright rules, alignments to the latest Bylaws template and linguistic changes were unanimously approved.

Item 6 Election for Chapter Board and Auditing Committee

As backup for Gunn Stirling, Merete Munch Lange and Kari Mørkesdal both provided some introductions. Also reference to the Nominating Committee report (see attachment 5).

Milos has worked closely with Ali to build up the Volunteer Pool as Volunteer Team Lead, which will allow him a flying start in the role on the Board.

Joe Aloka's stepping up to a role on the Board will benefit from his many years of experience with PMI through his PMI Educational Foundation (PMIef) role and his many years of being a member of PMI.

And Kåre's joining the Auditing Committee will bring fresh perspective from the outside.

a. Electronic Election for the New Chapter Board:

All nominated candidates were unanimously elected by the annual meeting of PMI Norway Chapter:

Role	Term	Nomination by the Nominating Committee
Board – President	Not up for election	Merete Munch Lange
Board - Operations Director	1 year – re-election	Kari Mørkesdal
Board – Young Professionals Director	Not up for election	Tommy Nordlund
Board – Partner & Sponsor Director	Not up for election	Aleksander Strøm
Board – Vice President	2 years – re-election	Torgeir Fjelldal
Board – Events Director	2 years – re-election	Natella Ghazaryan
Board – Volunteers Director	2 years	Milos Stoisavljevic – NEW
Board – Members Director	1 year – re-election	Lill-Ann Diserud
Board – Professional Development Director	2 years	Joe Aloka K'Odingo – NEW

b. Election for the Auditing Committee

The focus of this election is on finding candidates with prior experience on the PMI Norway Board, ideally, but alternative Board experience is also relevant. The committee needs to identify a second candidate for the committee in order to have a good overlap when a member of the committee leaves the committee.

The new Auditing Committee consists of:

- **Kåre Gulliksen** – 2 years
- [Vacancy] – 1 year

Item 6 Establishing of the Nominating Committee

The annual meeting confirmed the establishment of the Nominating Committee, which will consist of:

- **Gunn Stirling** – continuing in her role as leader for the committee.

The committee will be responsible for identifying and nominating candidates for future board positions. The meeting emphasized the importance of their work in ensuring strong leadership for the PMI Norway Chapter.

The Brønnøysund documents will be sent to the board members for signing and return to the President.

MS Teams meeting, October 6th 2025

Kari Mørkesdal.

Kari Mørkesdal (scribe)

Lill-Ann Diserud

Lill-Ann Diserud



Torgeir Fjelldal

Attachment 1 – Annual Meeting Participants October 6th 2025

Participants:

Member ID	Participated	Last Name	First Name
3093962	No	Beisland	Allis
1563714	Yes	Diserud	Lill-Ann
8593005	Yes	Fjelldal	Torgeir
5244441	Yes	Ghazaryan	Natella
503164	Yes	Granlund	Kjell
4979770	Yes	Gulliksen	Kåre
929005	Yes	Johnsen	Øyvind
7733739	Yes	Kohansal	Mohammad Ali
11616707	Yes	Kraagebakk	Vebjorn
270210	Yes	Lange	Merete -Me-
6991592	Yes	Mikesell	Holly
1478218	Yes	Mørkesdal	Kari
7131241	Yes	Nordlund	Tommy
357856	No	Stirling	Gunn
9701573	Yes	Stoisavljevic	Milos
10246851	Part of meeting	Strøm	Aleksander
289643	No	Viddal	Ingrid Palma

Attachment 2a – Budget and Actuals for 1.9.2024-31.8.2025 (2025 not audited yet)

Note: The figures for the entire year of 2025 will be audited as part of the regular annual financial statements. Prior to the annual meeting, PMI Norway Chapter received a written confirmation from the accountant Frekhaug Regnskap stating that the records for the period from January 1, 2025, to August 31, 2025, have been accurately maintained.

From: Øyvind Vaksvik <oyvind@frekhaugregnskap.no>

Sent: 23 September 2025 08:54

To: Kari Mørkesdal (PMI Norway Chapter) <operations@pmi-no.org>

Subject: PMI Norway Chapter

Hei

Vi har kontrollert regnskapet for PMI Chapter Norway for perioden 01.01.-31.08.2025. og alt er ok.

Med hilsen

Frekhaug  Regnskap

Øyvind Vaksvik

Daglig leder

Tlf. 56176710 – www.frekhaugregnskap.no

PMI Norway Chapter Budget and Actuals for 2025 (in NOK) (1 Sept. 2024-31. Aug. 2025)

Income		Budget		Actuals	
Account	Description	Income	Expenses	Income	Expenses
0.1	Personal membership in PMI Norway Chapter	150 000		131 571	
0.11	Participant fees (non-members, no-show fees)	4 000		-	
0.2	Corporate membership in PMI Norway Chapter, sponsorship funds	30 000		-	
0.3	25-year anniversary celebration - fees	50 000		14 417	
0.4	Funds from PMI EMEA for member activities (Event Grants)	-		53 446	
0.44	Funds from PMI (Travel Grants)	50 000		31 214	
0.5	Interest	25 000		41 518	
	Total income	309 000		272 165	
Expenses					
1.1	Transport, accommodation, participant fees - PMI events/meetings internationally		110 000		97 310
1.11	Transport, accommodation, meals - business meetings, follow-up with corporate partners		95 000		47 641
1.3	Value to the members (PMI "pubs", events)		120 000		-
1.31	Value for members and potential members, as well as corporate partners (requires board approval)		50 000		-
1.32	Value to the members: Events outside the Oslo region		25 000		4 045
1.33	ATP collaboration with Holte Academy - year 3		50 000		37 255
1.34	PMI Norway Young Professionals Award 2024		12 000		
1.4	Marketing and communication		30 000		2 734
1.41	Website, IT		45 000		29 127
1.5	Accounting - software subscriptions, audit services, fees		15 000		15 857
1.6	25 Year Anniversary celebration for PMI Norway Chapter		350 000		-
1.7	Insurance		2 500		2 228
1.8	Miscellaneous expenses		10 000		2 361
1.9	Unwanted debt				-
			-		-
	Total expenses		914 500		238 558
	Result		(605 500)		33 606
Assets		Per 31 August 2024	Per 31 August 2025		
	Bank (PayPal, DnB (3 accounts), Vipps Bedrift/GetPaid)	1 445 666	1 479 100		
	Accounts receivables				
	Inventories				
		1 445 666	1 479 100		

Attachment 2b – Results & Balance Report for 2024 (available in www.brreg.no)

PMI NORWAY CHAPTER
882 154 882

Resultatregnskap

	Note	2024	2023
Driftsinntekter			
Salgsinntekt		145 234	186 792
Annen driftsinntekt		109 445	38 578
Sum driftsinntekter		254 679	225 369
Driftskostnader			
Annen driftskostnad		-250 721	-266 557
Sum driftskostnader		-250 721	-266 557
Driftsresultat		3 958	-41 188
Finansinntekter			
Annen renteinntekt		0	27 706
Annen finansinntekt		13 812	0
Sum finansinntekter		13 812	27 706
Netto finans		13 812	27 706
Resultat før skattekostnad		17 770	-13 482
Skattekostnad		0	-4 323
Årsresultat		17 770	-17 805
Overføringer			
Annen egenkapital		17 770	-17 805
Sum overføringer		17 770	-17 805

PMI NORWAY CHAPTER
882 154 882

Balanse

	Note	31.12.2024	31.12.2023
EIENDELER			
Omløpsmidler			
Bankinnskudd, kontanter og lignende			
Bankinnskudd, kontanter og lignende		1 496 484	1 458 287
Sum bankinnskudd, kontanter og lignende		1 496 484	1 458 287
Sum omløpsmidler		1 496 484	1 458 287
SUM EIENDELER		1 496 484	1 458 287

Attachment 2c – Auditing Committee report for 2024-2025 (Norwegian)

Til årsmøtet i PMI Norway Chapter

Konstitusjonskomitéens beretning

Konstitusjonskomitéens oppgaver og plikter

Konstitusjonskomitéens oppgaver følger av *Bylaws for PMI Norway Chapter* Article VII, Section 4 og PMI sitt opplæringsmateriell og krav til gjennomføring av dette for Chapter-ledere, med fokus på strategi, årsplan og aktivitetsplan.

Oppgavene er nærmere identifisert i *Håndbok for tillitsvalgte og frivillige* hvor følgende fremgår: «*Konstitusjonskomitéen kan be om en orientering om chapterets økonomiske og administrative drift når den finner det påkrevd. Revisjonsberetningen kommenterer regnskap og budsjett, regnskapsføringen og rutinene for oppbevaring av materiell og utstyr.*

Konstitusjonskomitéen plikter å rapportere avvik i driften knyttet til styret, administrasjonen, bedriftspartnerne og Branches i forhold til PMI Norway Chapter sine Bylaws og retningslinjer.»

Revisjonen er utført etter komitéens beste skjønn. Komitéens medlemmer har ikke nære relasjoner til medlemmer i styret eller administrasjonen. Revisjonen gjelder perioden fra 1. september 2024 til 31. august 2025.

Årsregnskapet

Konstitusjonskomitéen har revidert regnskapet til PMI Norway Chapter for regnskapsåret avsluttet 31. august 2025 som viser et beregnet overskudd på **kr 33.606,-**.

Styrets og Operations Director's ansvar for årsregnskapene

Styret er ansvarlig for å utarbeide årsregnskap og for at det gir et rettviseende bilde i samsvar med Chapterets regler, og for slik intern kontroll som styret og Operations Director finner nødvendig for å muliggjøre utarbeidelsen av et årsregnskap som ikke inneholder vesentlig feilinformasjon, verken som følge av misligheter eller av feil.

Konstitusjonskomitéens revisjon

En revisjon innebærer utførelsen av handlinger for å innhente revisjonsbevis for beløpene og opplysningene i årsregnskapet. De valgte handlingene avhenger av komitéens skjønn, herunder risikoen for at årsregnskapet inneholder vesentlig feilinformasjon, enten det skyldes misligheter eller feil.

Ved risikovurdering har komitéen tatt hensyn til den interne kontrollen som er relevant for Chapterets utarbeidelse av et årsregnskap som gir et rettviseende bilde.

Formålet er å utforme revisjonshandlinger som er hensiktsmessige etter omstendighetene, men ikke for å gi uttrykk for en mening om effektiviteten av Chapterets interne kontroll. Revisjonen omfatter også en vurdering av om de anvendte regnskapsprinsipper er hensiktsmessige og om regnskapsestimatene utarbeidet av ledelsen er rimelige, samt en vurdering av den samlede presentasjonen av årsregnskapet.

Presisering som gjelder regnskapsprinsipper

Det er ikke fastsatt bestemmelser om regnskapsprinsipper i *Bylaws* eller generell lovgivning. Regnskapet er i all hovedsak bokført etter kontantprinsippet. Kontantprinsippet innebærer at inntekter og kostnader bokføres på betalingstidspunktet. PMI Norway kan derfor ha mottatt og forbrukt varer og tjenester i perioden **1.9.2024 – 31.8.2025** uten at kostnadene har kommet med på regnskapet for perioden. Kostnaden vises først på betalingstidspunktet. Tilsvarende kan PMI Norway ha opptjent inntekter i perioden uten at inntektene vises i regnskapet.

Konklusjon

Regnskapsføringen er i perioden utført på en tilfredsstillende måte og har gitt styret god oversikt over driften.

Likviditeten synes meget god med kr.1 479 100 på bankkonti og det er positivt at kr.600 000 er flyttet over på høyrentekonto for å oppnå større renteinntekter.

Budsjett

Chapterets styre har utarbeidet budsjett for 2025-26 som viser et underskudd på **kr 530.975, -**.

Styrets og Operation Director's ansvar for budsjettet

Styret er ansvarlig for å utarbeide budsjett i samsvar med Chapterets regler.

Konstitusjonskomitéens gjennomgang av budsjett

Konstitusjonskomitéen har gjennomgått det fremlagte budsjett med henblikk på å vurdere om budsjettet er realistisk sett i lys av tidligere drift og besluttede/planlagte aktiviteter. Videre har konstitusjonskomitéen vurdert om budsjettet er hensiktsmessig for å oppnå Chapterets formål. Budsjettpost for å bidra til å finansiere en akkreditert kursholder (ATP) i Norge for PMI-sertifiseringer. Dette vil være positivt for medlemstallet på sikt ettersom sertifisering er veien til medlemskap for mange, men også meget positivt for kompetansenivået på prosjektledere i Norge.

Det noteres at den største utgiftsposten på kr. 350.000 (og tilhørende inntekt på kr.100.000) er satt av til markering av 25-års jubileumet for PMI Norway Chapter.

Konklusjon

I og med at likviditeten i Chapteret er meget god og det er et tydelig behov for å øke aktiviteten, anser Konstitusjonskomitéen at den foreslåtte bruken er i tråd med Chapterets formål.

Regnskapsføring og forvaltning

Chapterets regnskap føres av Chapteret selv f.o.m 2023 og ikke av en profesjonell regnskapsfører.

Oppdatert kopi av regnskapene er tilgjengelig på Teams / SharePoint. Regnskapsføringen har vært tilfredsstillende à jour i perioden.

Chapteret har tre bankkonti, samt Vipps og PayPal-konto som er registrert i Chapterets navn. Chapteret har ingen forsikringer som dekker tap som følge av underslag. Konstitusjonskomitéen har ingen mistanke om underslag.

Konstitusjonskomitéens vurdering

Regnskapsføringen er i perioden utført på en tilfredsstillende måte og har gitt styret god oversikt over driften.

Administrative rutiner og praksis

Av Chapterets Bylaws følger at styret og lederne av branchene i PMI Norway Chapter skal være *«solely accountable for the planning and operations of the Component, and shall perform their duties in accordance with the Component's governing documents; its Charter Agreement, PMI's Bylaws, policies, practices, procedures, and rules; and applicable law»*.

Konstitusjonskomitéen har gjennomgått referat fra styremøter og dokumentasjon på Teams omkring operasjonelle møter med henblikk på å vurdere om aktivitetene kan sies å være i tråd med de styrende dokumentene og aktiviteter.

Styrets arbeid

Styremøtene dokumenteres for tiden gjennom en løpende referatføring som er tilgjengelig for utvalgte medlemmer gjennom Teams.

- Styreprotokoller er konkrete.
- Styreprotokoller oppbevares på en hensiktsmessig måte.
- Erfaringene med bruk av Teams er gode, og rutine for back-up er på plass.

Konstitusjonskomitéen anser at styrets aktivitet og dokumentasjon av styrets beslutninger som tilfredsstillende.

Administrasjonens arbeid

Konstitusjonskomitéen ser at det er arbeidet som Operations Director gjør, er grundig og veldokumentert på Teams. Det synes som det er gode rutiner og at de nødvendige fullmakter er på plass.

Konstitusjonskomitéen anser at administrasjonens arbeid har vært tilfredsstillende.

Aktivitet i branchene

I *Håndbok for tillitsvalgte og frivillige* står det at «Branches er det viktigste nivået i PMI Norway Chapter».

- Som tidligere mener komitéen at det bør være en målsetning om å re-etablere Branchene, slik at disse igjen blir et fungerende nivå i PMI Norway Chapter.

Generelt aktivitetsnivå

Også dette året er det et betydelig avvik mellom planlagt ambisjonsnivå som vises i budsjettet (underskudd kr.605 500) og faktisk gjennomførte aktiviteter slik det kommer frem i regnskapet (overskudd kr.33 606). En del av dette avviket kan forklares med at jubileumskonferansen er skjøvet til neste regnskapsår. Men det er fortsatt et avvik mellom ambisjoner og aktiviteter som gir «value to members».

- Komitéen ønsker derfor at styret styrker innsatsen for å reetablere regelmessige fysiske møteplasser for medlemmene. For å bygge opp medlemstilhørigheten til PMI er det viktig at det er faste holdepunkter i en travel kalender hvor PMI står på agendaen.

I tillegg har konstitusjonskomitéen følgende generelle kommentar:

- Tidligere har konstitusjonskomiteen bedt om at man lar en profesjonell aktør gjennomgå regnskapet ved årsskiftet, da konstitusjonskomiteen ikke har regnskapskompetanse til å gjennomføre en slik gjennomgang. Frekhaug regnskap har godkjent det regnskapsfaglige.

Gjennomføring av årsmøtet

Konstitusjonskomitéen merker seg PMI Norway Chapter gjennomfører elektronisk valg der alle medlemmer har stemmerett. Dette er svært positivt og i tråd med praksis i PMI.

Oppsummering

Konstitusjonskomitéen anser at arbeidet samlet sett i PMI Norway Chapter har vært tilfredsstillende med gode og fungerende tiltak og et motivert styre.

Oppegård, 23. september 2025

Øyvind Johnsen (sign.)

Konstitusjonskomité

Attachment 3 Approved Budget for the next period 1.9.2025-31.8.2026

PMI Norway Chapter Budget for 2026 (in NOK) (1 Sept. 2025-31. Aug. 2026)			
Income		Budget	
Account	Description	Income	Expenses
0.1	Personal membership in PMI Norway Chapter	150 750	
0.11	Participant fees (non-members, no-show fees)	-	
0.2	Corporate membership in PMI Norway Chapter, sponsorship funds	30 000	
0.3	25-year anniversary celebration - fees	100 000	
0.4	Funds from PMI EMEA for member activities (Event Grants)	40 200	
0.44	Funds from PMI (Travel Grants)	15 075	
0.5	Interest	50 000	
	Total income	386 025	
Expenses			
1.1	PMI events/meetings internationally - Transport, accommodation, participant fees		110 000
1.11	In Norway business meetings, follow-up with corporate partners - Transport, accommodation, meals		90 000
1.3	Value to the members (PMI "pubs", events) - Oslo region, webinars		120 000
1.31	Value for members and potential members, sponsors and partners (requires additional board approval)		50 000
1.32	Value to the members: Events outside the Oslo region		30 000
1.33	Collaboration with ATP in Norway		40 000
1.34	PMI Norway Young Professionals Award/Grant 2026		12 000
1.4	Marketing and communication		30 000
1.41	Website, IT		40 000
1.5	Accounting - software subscriptions, audit services, fees		20 000
1.6	25 Year Anniversary celebration for PMI Norway Chapter - conference 23 October 2025		350 000
1.7	Insurance		15 000
1.8	Miscellaneous expenses		10 000
1.9	Unwanted debt		
	Total expenses		917 000
	Result		(530 975)
Assets		Per 31 August 2025	Per 31 August 2025
	Bank (PayPal, DnB (3 accounts), Vipps Bedrift/GetPaid)	1 479 100	1 479 100
	Accounts receivables		
	Inventories		
		1 479 100	1 479 100
Assumptions			
	USD to NOK conversation rate is	10,05	

Attachment 4 - Bylaws and Charter with PMI

5 Suggested Bylaws and Charter Changes

Changes due to New Membership Model, mainly in the Charter:

- Chapter membership will be mandatory
- Rate refunded to Norway Chapter per regular individual member reduced from \$35 to \$30
- Serve members of other chapters

Notes:

- Approved in Board meeting on 3 September
- Cost to members for PMI+Norway Chapter memberships remains at \$174 (new) and \$164 (renew). Retiree remains at \$65 and Student at \$32.

Other significant changes in the Bylaws:

- Board open to allow «bench proposals» for Board roles
- Deadline for financial results and budget ready 10 days (reduced from 30 days) before the annual meeting together with the other documents
- Principal address change from «Oslo» to «that of the President of PMI Norway»
- Alignment with latest Bylaws template from PMI and linguistic improvements

Attachment 5 – Nominating Committee Recommendation (English)

Autumn 2025

To the Board of PMI Norway Chapter
From the Nomination Committee

In accordance with the Bylaws for PMI Norway Chapter, the Nomination committee (Valgkomiteen) hereby submits our:

NOMINATIONS TO NEW BOARD OF DIRECTORS IN THE PMI NORWAY CHAPTER

Board of Directors (Styret):

The following persons are nominated at the ordinary annual meeting on Monday 6. October 2025:

Up for election in 1 year ¹⁾:

- Member Engagement Director (Medlemsansvarlig) **Lill-Ann Diserud** – *Re-election*
- Operations Director (Administrasjonsansvarlig) **Kari Mørkesdal** – *Re-election*

Up for election in 2 years:

- Professional Development Director (Fagansvarlig) **Joe Aloka K'Odingo** – *New member*
- Volunteer Engagement Director (Frivillighetsansvarlig) **Milos Stoisavljevic** – *New member*
- Event Director (Arrangementsansvarlig) **Natella Ghazaryan** – *Re-election*
- Vice President (Visepresident) **Torgeir Fjelldal** – *Re-election*

Not up for election, remaining term is 1 year ¹⁾:

- President (President) Merete Munch Lange
- YP - Young Professionals Director (Leder for satsingen på unge prosjektledere) Tommy Nordlund
- Partner & Sponsor Director (Bedriftspartner- og sponsoransvarlig) Aleksander Strøm

1) In connection with the 25-year jubilee work and for continuity Kari and Lill-Ann have agreed to volunteer for one additional year. For these positions it is recommended to start a process of mentoring and training of new candidates during spring of 2026.

All candidates have been assessed according to the nomination criteria in Article VI Section 5. At the annual meeting, all candidates will be presented or may present themselves.

The nomination committee believes the nominations will give the PMI Norway Chapter a board with a good age and experience profile and a balanced gender distribution. We perceive all nominees to be candidates with great commitment and enthusiasm. We have faith that these, along with all those continuing on the board, will continue the new dedication and commitment that has been demonstrated over the past year. The opportunity for training and consultation with the outgoing board members will be invaluable in a transition phase, as well as beyond.

INPUT TO OTHER COMMITTEES AND POSITIONS IN THE PMI NORWAY CHAPTER

This year, as in recent years, the nomination committee has been asked to propose candidates also for other committees and positions addressed in the By-Laws, or which are part of the board's involvements with PMI centrally.

The nomination committee's inputs are as follows:

Auditing or Constitution Committee (*Konstitusjonskomiteen*):

These are positions where knowledge and understanding of the PMI Norway Chapter's organization and functions are useful. One should have or gain good understanding and knowledge of the By-Laws. The nomination committee has often seen that this is a position suitable for members who have previously held positions on the Board of Directors or local branches. However, also experience from work on other board of directors' is relevant.

The following person is nominated to the Board in connection with the annual meeting:

Up for election *):

- Member auditing/ constitutional committee: **Kåre Gulliksen**, elected for 2 years.
- Member auditing/ constitutional committee: xxx xxx, elected for 1 year.

**) Øyvind Johnsen has been the sole member of the auditing committee since the 2024 annual meeting. To get back to a staggered rotation the two new members are elected for 1 and 2 years respectively.*

Nomination Committee (*Valgkomiteen*):

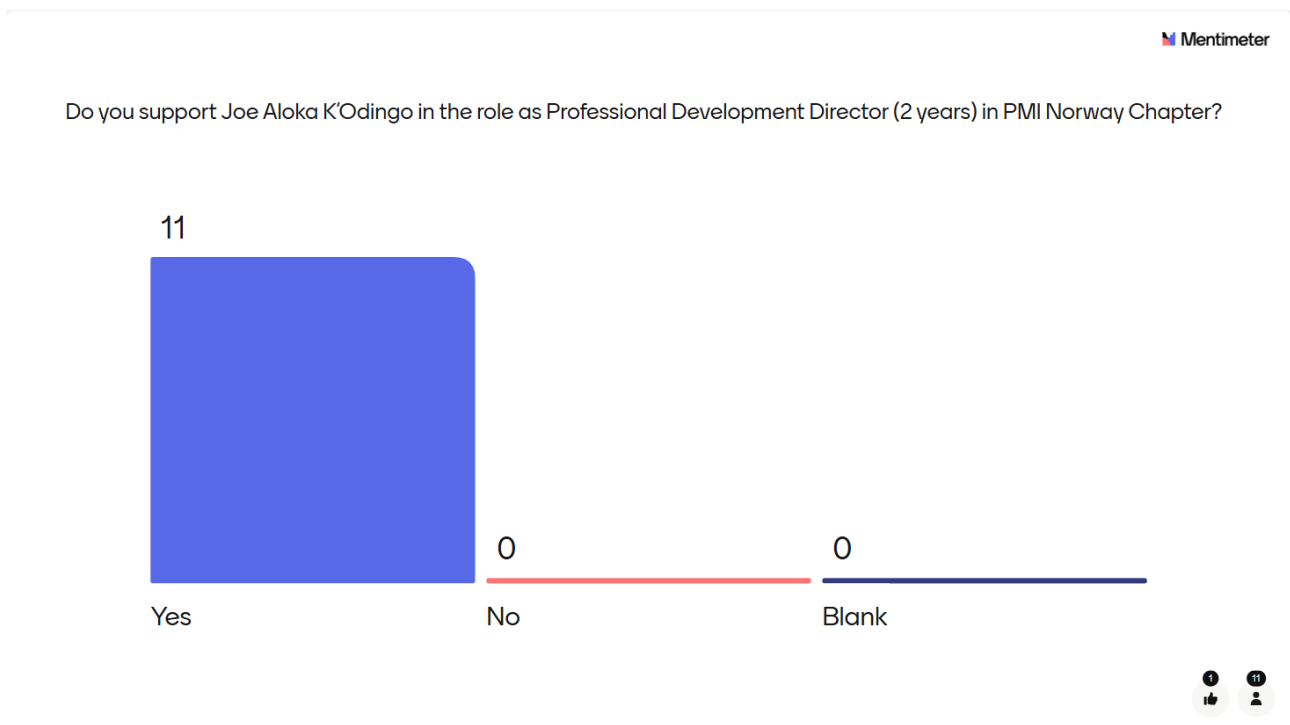
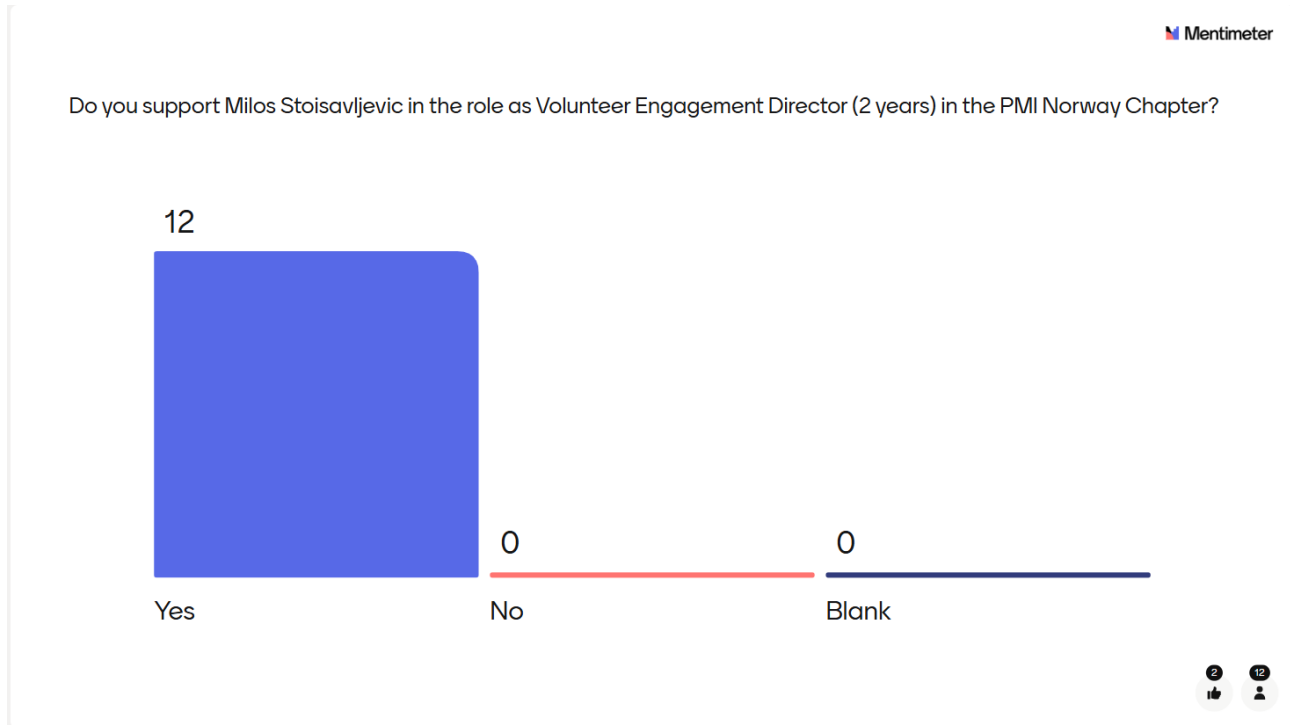
This year's nominations committee has consisted of Gunn Stirling.

In accordance with the By-Laws, the president of the PMI Norway Chapter appoints members to the election committee each year as part of the annual meeting. This year's committee leader, Gunn Stirling, has said she is willing to help also in 2026. As previously recommended an effort should be made to find 2-3 new candidates to formally sit on the nomination committee for 2026.

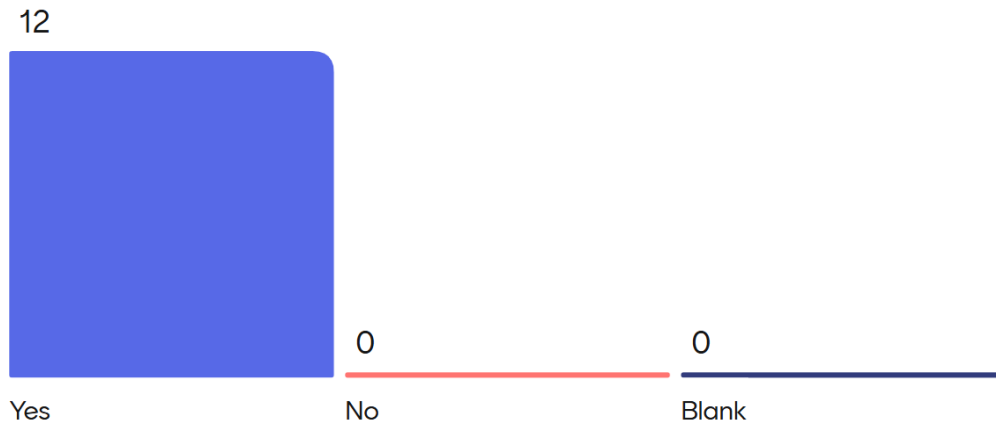
Oslo, 25. September 2025

Gunn Stirling (sign)
Nomination Committee, leader

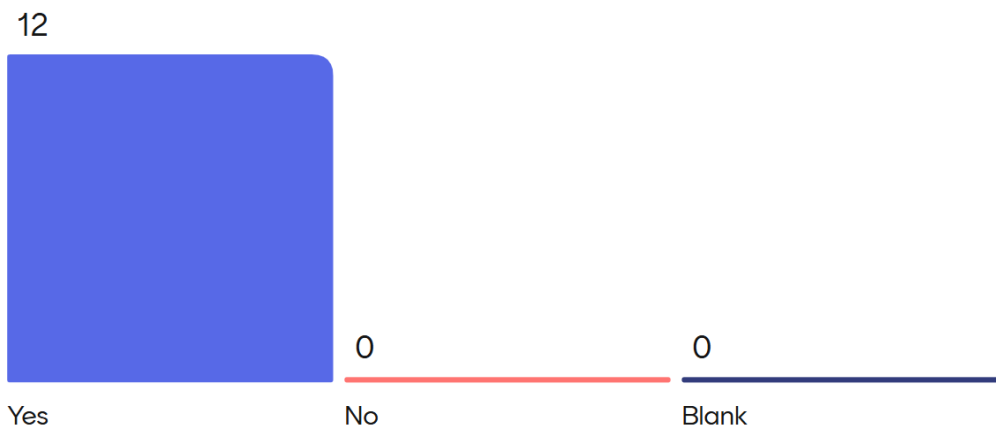
Mentimeter voting results



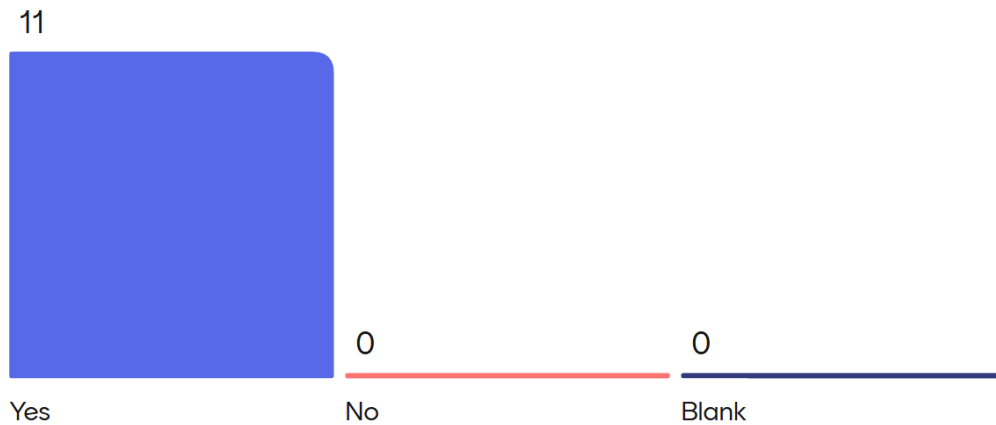
Do you support Kåre Gulliksen as Auditing Committee Member (2 years) in the PMI Norway Chapter?



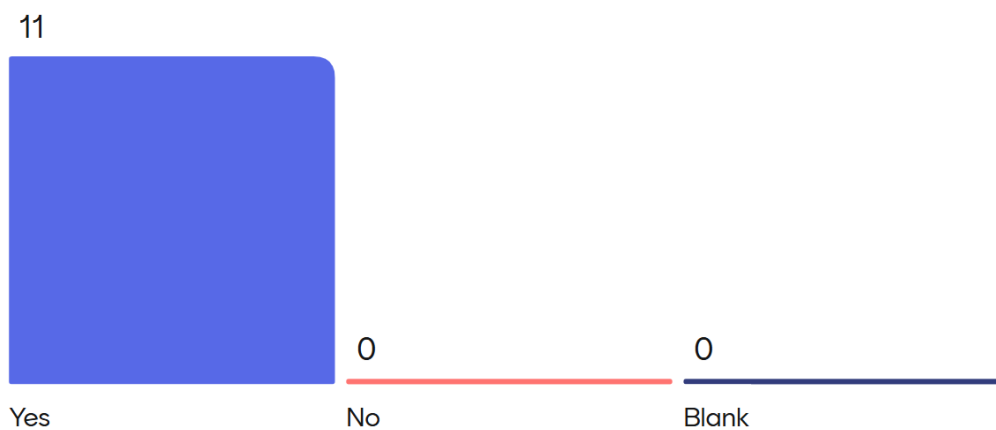
Do you support the re-election of Natella Ghazaryan as Event Director (2 years) in PMI Norway Chapter?



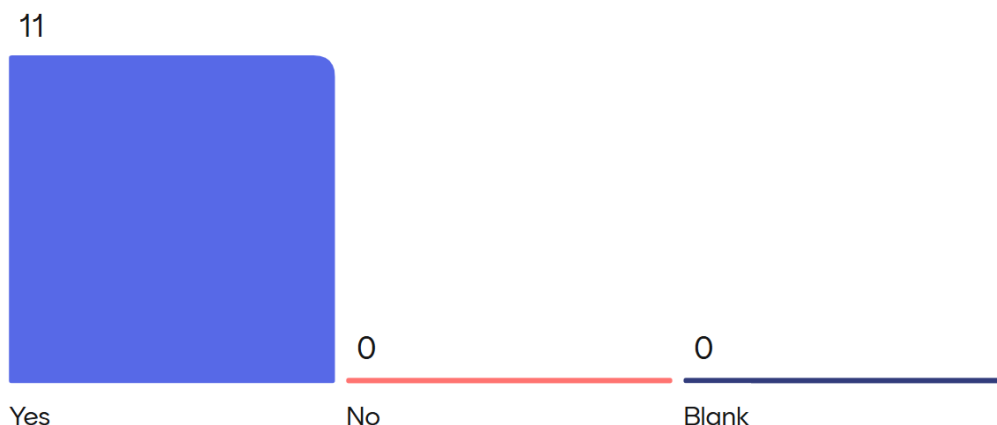
Do you support the re-election of Torgeir Fjelldal as Vice President (2 years) in PMI Norway Chapter?



Do you support the re-election of Lill-Ann Diserud as Member Engagement Director (1 year) in PMI Norway Chapter?



Do you support the re-election of Lill-Ann Diserud as Member Engagement Director (1 year) in PMI Norway Chapter?



Attachment 6 – Agenda documents

- **Approval of the invitation and agenda**
- **Election of leader of the annual meeting, secretary, signatories and counting corps**
- **The Board of Director's annual report and accounts for the prior period, including the Auditing Committee's report.**
 - [Annual report for 2024-2025](#)
 - [Accounts for 2024 and January-August 2025 \(not yet audited, to be audited after year end\)](#)
 - [Balance and result for 2024 in the Brønnøysund Registry Centre under Annual Accounts \(from "Regnskapsregisteret"\)](#)
 - [Auditing Committee's report for 2024-2025 \(Norwegian version only\)](#)
- **Budget for the next period**
 - [Budget 2025-2026](#)
- **Proposed changes to the Bylaws for PMI Norway Chapter (file with revision marks)**
- **Election for Chapter Board and Auditing Committee**
 - [Nominating Committee's List of Candidates for 2025-2026 \(Norwegian and English\)](#)
- **Establishing of Nominating Committee**