

# December, 2025 - Detailed Notes

## Meeting Information

- **Date:** 20th December 2025 13:00 - 16:00 EST
- **Location:** Zoom
- **Type (Regular/ Special/ Annual):** Regular

## Board Attendees

- **Present (Virtual):** Song Bac Toh (Chair), Kemmy Raji,(Secretary), Aliko Courmanopoulos (Acting Managing Director), Bob Hartman, David Luke (Treasurer) Angie Doyle, “CP” Richardson, Denise Jarvie (Managing Director)
- **Regrets:** Apeksha Patel, Margareth Carneiro, Lenka Pincot, Sandy Mamoli, David Luke (at 2:30PM EST)
- **Observer:** Darci Dutcher
- **Facilitator:** None
- **Guest:** None

## Welcome/Appreciations/ Introductions

Led by: Song Bac Toh

Welcome people. Thanked Angie for her service for the past 6 years of been on the board of Agile Alliance

## Conflict of Interest, Confidentiality

No new conflict of interest identified

## Operational Reports & Financial Report

Led by Denise Jarvie /Aliko Courmanopoulos

A motion was made by **Bob Hartman** and seconded by “**CP**” **Richardson**, to approve the Agile Alliance Board meeting minutes from October 2025, virtual. The motion passed unanimously with changes.

Discussion around membership statistics, what metric to track and also how to use this data for the agile alliance. To move the database to the PMI or Reconfigure Rhythm- this will be taken back to the PMI membership unit.

## **AA + PMI Partnership Transition Progress**

Led by Denise Jarvie /Aliko Courmanopoulos

**VEP Transition** is still in progress - possible completion is tentative for Q1- 2026

### **Manifesto of Enterprise Agility:**

**Submission of Expenses reimbursement** : Expense reimbursement to be submitted through Concur.

**Overall Integration-** Shared the timeline of the integration of Agile Alliance into PMI.

**Financial Transition:** Discussion around the changes to banking institution for Agile Alliance also switching over to PMI accounting management

**Board Meeting times:** Discussion around the timing for the board meeting schedule for 2026

The Financial Reports as of November 2025 were reviewed on **expected cash flow for the remainder of the year.**

## **AgileXX events**

Led by Denise Jarvie/Aliko Courmanopoulos

Dennise walks us through the Goals, objectives and key metrics as step up by PMI for Agile 20xx. Update given about the Agile 2026,

## **Enterprise Agility**

Led By Denise Jarvie

Dennis gave an update on the enterprise agility. They have been able to get responses from over 300 CEOs so far. Also shared the draft timeline. and review plan for the Enterprise Agility

## Reimagining Agility

Led By Angie Doyle

Angie gave a quick update on the Reimagining Agility workshop in the Netherlands. There is a blog post about the outcome of the workshops which was curated by David Luke.

## Board positions for 2026

Led By Denise Jarvie

Conversation around Board executives for 2026

## Next Board Meeting Date & time

Led by Aiki Courmanopoulos

To be determined.

## Review action items

Led by Kemmy Raji

## Action Items

| What   | Who              | By When         |
|--|------------------|-----------------|
| Gather feedback on the membership database                           | Denise           | By next meeting |
| Board Members to sign Transfer of Banking institution Addendum of SA | All              |                 |
| Propose suggested dates for the Board meeting schedule.              | Aiki             |                 |
| Explore the Financials for 2025 and bring it back to the Board       | Dennis and David |                 |

|  |        |  |
|--|--------|--|
| Gather more insights into PMI metrics to better understand purpose and impacts as it applies to AA | Denise |  |
| Send email for Board Executive nomination  | Aliki  |  |

## Hopes/ Wishes

Led by: Song Bac Toh  
*Hopes and wishes were given.*

The meeting was adjourned at 15:15 PM EDT