



# Minutes / Referat

General Assembly 16.06.2025 / Generalforsamling 16.06.2025

**Association** / Forening: HackYourFuture

**Time** / Tid: 16.06.2025, 17:00 - 19:30

**Place** / Sted: Fagforeningen PROSA, Vester Farimagsgade 37A, 1606 København V

**Present at the General Assembly** / til stede:

Dlnya Mazhari

Islam Fawzy

Nina Varming-Petersen (guest)

Sherry List

Allan Thraen

Saloumeh Sarabi

Camilla Nørgaard Jensen

Ulla Bresling

Helena Birkholm

Christopher Klüter

Michael Harboe (guest)

Anna Jensen (staff guest)

Online:

Marie Hoff

Jan Othman (guest)

## Minutes / Referat

### **Introduction by chairperson/ Introduktion af forpersonen**

Sherry did a recap of last year's activities and status from the board's perspective. The årsberetning will contain this statement.

It was approved.

Sherry also gave a short personal statement and thank you about her departure from the board after 5 years. Saloumeh, Allan and Christopher also added a few words of gratitude to the board & departing members.

### **Election of teller / valg af stemmetællere**

- Anna was elected teller

### **Election of moderator and secretary / valg af dirigent og referent**

- Christopher was elected moderator
- Anna was elected secretary



## Registration of attendees / registrering af fremmødte deltagere

- See above

## Report by management / beretning af ledelsen

### Organisational Updates:

- Introduction of current staff members across the organisation and changes in staff from previous assembly.
  - Helena Birkholm, Managing Director
  - Mercedes Ubeira, Community & Project Manager (Aarhus)
  - Adam Blanchard, Strategy & Operations Manager
  - Saloumeh Sarabi, Program Manager (Copenhagen)
  - Anna Louise Jensen, Data & Partnership Manager
- Plans to hire an additional staff member in Aarhus to help Mercedes structure her time and focus on partnerships.

### 2024 Review:

- Complete turnover in staff since the beginning of the previous year.
- The organisation's vision & mission was revised to align with a new strategic direction and to better reflect a broader, more adaptable approach to our curriculum. This aligns with the updated curriculum that now accommodates diverse learning paths beyond just full stack Web Dev.
- Shift in self-imposed goal-setting approach: now includes all programme tracks, not just web development bootcamp .
  - 2024 Goals:
    - Graduate 60 trainees from programme
      - 58 graduates (96% of desired goal)
    - Ensure at least 30 graduates find employment
      - 30 graduates found employment or internship
  - Presented goals for 2025 and proposed revisiting them at the next general assembly.
    - **2025 Goals:**
      - **Graduate at least 60 trainees programme**
      - **Run 2 specialised tracks in collaboration with company partnerships**
      - **Ensure at least 30 graduates find employment**
- Overview of closed funding for 2024 and new secured funds for 2025.



### Tracks:

- Introduction and focus areas of new tracks:
  - **Data Analytics (DA):** In collaboration with Devoteam.
  - **Quality Assurance (QA):** In partnership with Merkle (Aarhus).
- Clarification of terms:
  - **Tracks:** Longer, structured programmes for specific roles in tech. Targeted at external applicants.
  - **Masterclasses:** Shorter, tool-focused sessions targeting specific needs. Targeted mainly at HYF alumni as a supplement.

### Partnerships and Financial Goals:

- Partnerships revenue declined 59% YOY
  - Reason for this is the departure of Christopher and lack of a dedicated Partnership Manager for most of 2024.
  - We achieved our goal of reaching 350.000 DKK revenue.
- Membership fees (kontingenter) decreased 41% YOY.
  - Reason is a lack of active solicitation of new members.
- Presentation of financial goals for 2025:
  - New goal: 500.000 DKK
  - Introduction of separate targets for Aarhus and Copenhagen (100.000 DKK and 400.000 DKK, respectively)

### Events:

- Summary of 2024 events:
  - 14 events total (social and professional).
  - Masterclasses included.
  - Outcomes:
    - 16 participants attended AWS Masterclass.
    - 11 secured employment or internship

### Looking Ahead: 2025 and Beyond

- Overview of graduates and upcoming graduates.
- Updates on current trainees and job placements.
  - 19 graduates, 44 active trainees
  - 13 in employment so far
- Planned programme tracks and staffing additions.
- Focus for 2026:



- Curriculum reform to better adapt to tech market trends.
- Increased flexibility and responsiveness.
- Exploration of new partnerships.

Financial runway secured through April 2026.

## **Accounting / regnskabsaflæggelse**

Presented by revisor: Michael Harboe

### 2024 Financial Statement:

- Key notes:
  - Clarification on issues with VAT and taxable activities:
    - The organisation is no longer VAT registered.
  - Suggestion from accountant to focus much more on public funding (very low compared to similar organisations)
- The Financial Statement was approved by the board.
- Digital confirmation process to follow.

## **Consideration of proposals / behandling af indkomne forslag**

- No proposals were submitted

## **Discussion / Diskussion**

- No discussion topics submitted

## **Approval of membership fee / fastsættelse af kontingent**

- Maintain the amount of 250. Unanimously approved (10 votes).

## **Approval of the budget / godkendelse af budget**

- Discussion point: Expected income in 2025.
- **Vote:** Unanimous approval of proposed 2025 budget (10 votes).

## **Election of chairperson / valg af forperson**

- **Christopher** nominated as Chairperson (beyond interim role).
- **Vote:** Unanimous approval (9 votes, excluding Christopher).



### **Election of vice chairperson / valg af næstforperson**

- Ulla was elected as Vice Chairperson

### **Election of treasurer / valg af kasserer**

- Clarification of the treasurer's responsibilities.
- Discussion on possible role redundancy and concern over power centralisation.
- Expressed reservations about merging leadership and financial roles.
- Due to the relative complexity of the role and the high amount of relatively new board members unfamiliar with all of the associations processes, it was decided to determine a new Treasurer at an upcoming Board Meeting. In the meantime, Christopher will resume the duties of the Treasurer.

### **Election of additional board members / valg af yderligere bestyrelsesmedlemmer**

- Dlnya Mazhari was elected as a board member
- Jan Othman was elected as a board member
- Nina Varming Petersen was elected as board member.

### **Election of auditor / valg af revisor**

- Same as current, Harboe Consult ApS (Unanimously approved).

### **Miscellaneous / andet**