

Meeting will start at 17:00

**General
Assembly
2025**

HACK
YOUR
FUTURE

Some practical info

**General
Assembly**
2025

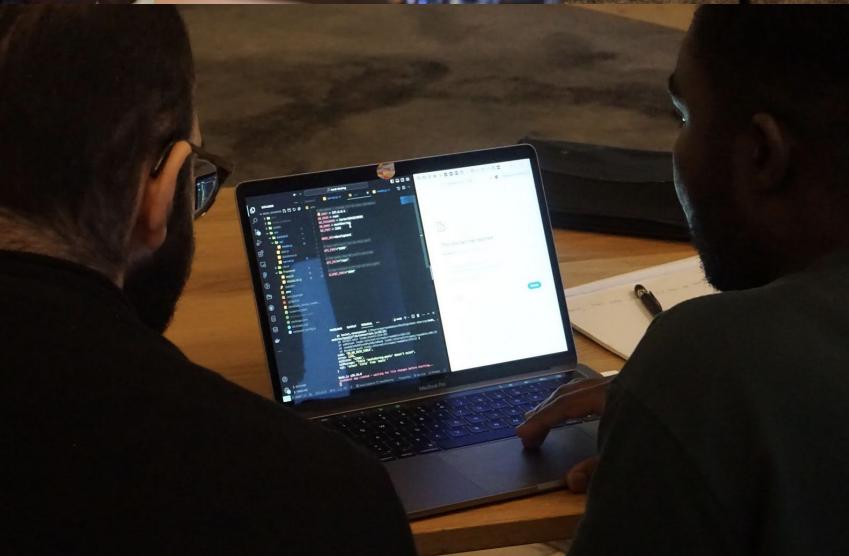
HACK
YOUR
FUTURE

Agenda

1. Introduction by chairperson/ Introduktion af forpersonen
2. Election of teller / valg af stemmetællere
3. Election of moderator and secretary / valg af dirigent og referent
4. Registration of attendees / registrering af fremmødte deltagere
5. Report by management / beretning af ledelsen
6. Accounting / regnskabsaflæggelse
7. Consideration of proposals / behandling af indkomne forslag
8. Discussion / Diskussion
9. Approval of membership fee / fastsættelse af kontingent
10. Approval of the budget / godkendelse af budget
11. Election of new board members / valg af nye bestyrelsesmedlemmer
12. Election of auditor / valg af revisor
13. Miscellaneous / andet

Introduction by chairperson

1.



Election of teller

2.

Election of moderator & secretary

3.

Registration of attendees

4.

Report by management

5.



Helena Birkholm

Staff team



**Helena
Birkholm**

Managing
Director

in



**Mercedes
Ubeira**

Community &
Project Manager

in



**Adam
Blanchard**

Strategy &
Operations
Manager

in



**Saloumeh
Sarabi**

Program Manager

in

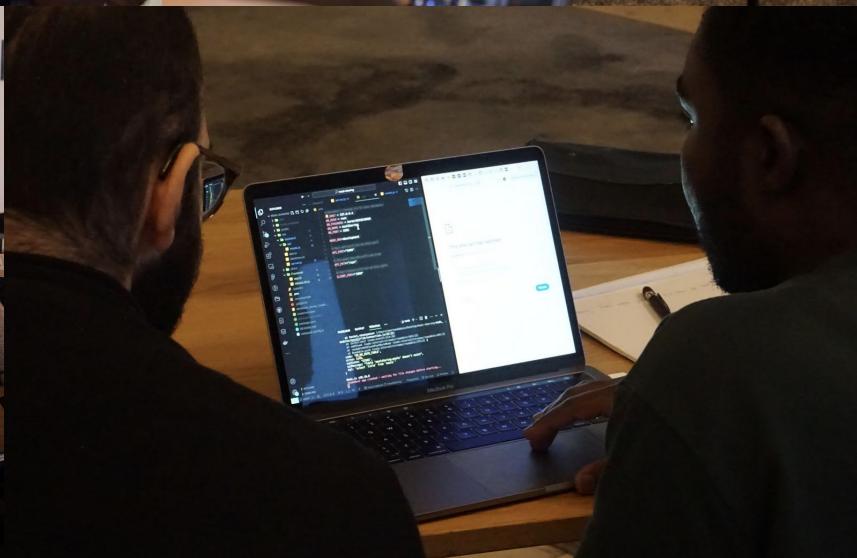


**Anna Louise
Jensen**

Data &
Partnership
Manager

in

2024



General goals (self-imposed)

2024 Goals:

Graduate **60 trainees** from our program.
This includes both the Bootcamp and the Tracks.

Ensure that **at least 30** of our graduates secure employment in the tech industry.

Graduates:

58

96% of desired goal

Employment:

30

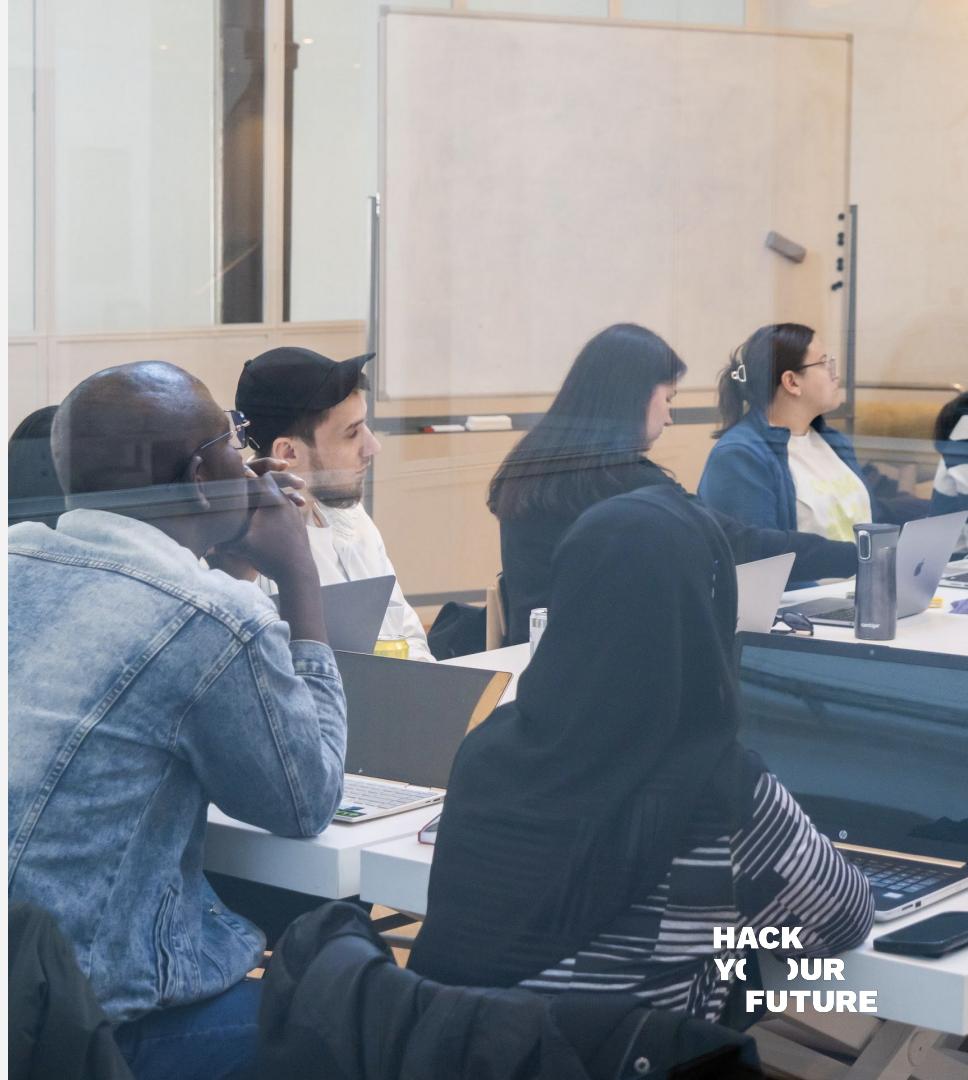
100% of desired goal

Goals

In **2025**, HackYourFuture Denmark aims to achieve the following:

1. Graduate at least **60** trainees from the program.
2. Run **2 specialized tracks** in collaboration with company partnerships.
3. Ensure at least **30** graduates find employment in tech.

We are committed to transparency and are comfortable sharing our progress with partners, holding ourselves accountable for these results.



2024

VELUX FONDEN

189k



Lind
Foundation

750k

TrygFonden

387k

2025

Lind
Foundation

750k



Uddannelses- og
Forskningsministeriet

145k

Google.org

Centre for
Public Impact
Founded by BCG

222k

TrygFonden

387k

Team 31+32 (CPH)

TUBORG
FONDET

200k

Team 30 (AAR)

BESTSELLER FOUNDATION

292k

Education



Trainees & graduates (Bootcamp + Tracks)

2023

Trainees onboarded:

48

Graduates:

45



2024*

Trainees onboarded:

74

↑ 54%

Graduates:

67

↑ 49%

**

* This significant increase is due to the Tracks now being officially counted and included in HYF's reporting. Tracks have existed previously, but were counted separately.

** This includes the 9 QA Track Graduates that finished in early 2025

Tracks

Data Analytics



Power BI

alteryx

Power BI

Alteryx

Last year, we launched a new **Data Analytics Track** in collaboration with company partners, focusing on teaching tools like **Power BI** and **Alteryx**.



Tracks

QA Track



Test
Automation



Test
Management



Agile
Frameworks

This year, we're also running a
Software Quality Assurance Track,
co-developed with Merkle.



HACK
YOUR
FUTURE

Employment



Employment

2023

Graduates in employment:

24

Paid employment:

13

Internships:

11



2024

Graduates in employment:

30

↑ 25%

Paid employment:

20

↑ 53%

Internships:

10

↓ 9% *

* While the numerical value decreases, the ratio of paid positions increases

Partnerships



Partnerships

2023

Partner donations:

732k

Member donations:

53k



2024

Partner donations:

353k

↓ 59%

Member donations:

31k

↓ 41%

Goal for 2024

Denmark: 350.000 DKK

Goal for 2025

Aarhus: 100.000 DKK

CPH: 400.000 DKK

Events



2025



Status of 2025 (so far)

19

Trainees graduated (Team29+QA)
- soon Team30

44

Trainees onboarded

13

Employments (in tech) 

.. And ahead



2

Tracks (Data Analytics +
QA Engineering)

3

New teams (Web Dev)

1

New Staff Member

2026

Continue

Focus: new curriculum + tracks

2025

	Januar	Februar	Marts	April	Maj	Juni	Juli	August	September	Oktober	November	December	TOTAL
dsamlingskonto													
samlingskonto 1/1 2025 (add the balance on 1/1 2025)	54,973												54,973,0 kr.
Støttemedlemskaber/Private donationer/ foreningskonto	2,969	2,505	1,164	1,902	1,602	2,143	1,600	1,600	1,600	1,600	1,600	1,600	21,884,6 kr.
TOTAL INDTÆGTER	57,941,64 kr.	2,505,00 kr.	1,164,00 kr.	1,902,00 kr.	1,602,00 kr.	2,143,00 kr.	1,600,00 kr.	76,858 kr.					
DTÆGTER													
eningskonto 1/1 2025 (add the balance on 1/1 2025)	979,593												979,592,5 kr.
tte fra Velux (HYF Job-hub)		189,000											189,000,0 kr.
d Foundation								375,000					375,000 kr.
lling Fonden													0 kr.
nigh-Müller		50,000											
gle AI Opportunity Fund													222,487 kr.
J (uddannelses- og forskningsstyrelsen)	145,000,00 kr.												222,487,0 kr.
gFonden							387,000,00 kr.						290,000,0 kr.
rgfondet		200,000,00 kr.											387,000,0 kr.
FÆSELLER								291,719,00 kr.					200,000,0 kr.
Company Partnerships	1,620	20,000	295	50,000	1,037	529							73,481,0 kr.
ilic grants (SLK, Paragraf 18)													60,000,0 kr.
MS tilbage													0 kr.
en indkomst						2,326							2,326,0 kr.
TOTAL INDTÆGTER	1,184,154,16 kr.	461,505,00 kr.	1,459,00 kr.	51,902,00 kr.	4,965,00 kr.	2,672,00 kr.	763,600,00 kr.	293,319,00 kr.	1,600,00 kr.	61,600,00 kr.	1,600,00 kr.	744,087,00 kr.	3,230,744 kr.
SH FLOW	973,749,16 kr.	1,221,229,16 kr.	1,013,264,16 kr.	867,891,16 kr.	658,622,48 kr.	424,024,16 kr.	953,611,58 kr.	1,012,918,01 kr.	780,505,43 kr.	608,092,85 kr.	375,680,28 kr.	885,754,70 kr.	
Gifter (actual costs)													
dobalance in E-economic, månedlig udgifter (name of the expense in e-economic is in bold)													0 kr.
ekte omkostninger: forplejning, fortæring, transport, rejse	17,051,00 kr.	9,535,00 kr.	7,749,00 kr.	4,222,00 kr.	4,605,00 kr.	15,174,65 kr.	15,174,65 kr.	15,174,65 kr.	15,174,65 kr.	15,174,65 kr.	15,174,65 kr.	15,174,65 kr.	149,384,6 kr.
minger: Samlet løn for alle medarbejdere	155,633,00 kr.	162,533,00 kr.	162,533,00 kr.	162,533,00 kr.	162,533,00 kr.	175,000,00 kr.	2,030,765,0 kr.						
g og rejseomkostninger: events	2,165,00 kr.	3,725,00 kr.	1,962,00 kr.	1,400,00 kr.	6,044,69 kr.	57,609,5 kr.							
aleomkostninger: Talent Garden office rent	19,611,00 kr.	19,611,00 kr.	19,611,00 kr.	19,611,00 kr.	19,611,00 kr.	19,611,00 kr.	16,353,25 kr.	215,785,5 kr.					
ministrationsomkostninger: fx revisor, bogholder, kontingenter	15,945,00 kr.	18,621,00 kr.	17,569,00 kr.	9,509,00 kr.	21,439,98 kr.	21,439,98 kr.	21,439,98 kr.	21,439,98 kr.	21,439,98 kr.	21,439,98 kr.	21,439,98 kr.	21,439,98 kr.	233,163,9 kr.
jet (occasional expenses) PR, upskilling, evaluation													0 kr.
ms	1,638,00 kr.	8,533,00 kr.	1,690,00 kr.	989,00 kr.	1,537,00 kr.	6,222,35 kr.	57,943,4 kr.						
TOTAL UDGIFTER /Burn Rate	210,405,00 kr.	214,025,00 kr.	209,424,00 kr.	197,275,00 kr.	214,233,68 kr.	237,270,33 kr.	234,012,58 kr.	2,686,708,5 kr.					

- **Runway:** April, 2026
- **Monthly Burn Rate:** Av. 223,891kr

HACK
YOUR
FUTURE

Accounting

6.

Resultatopgørelse

	Note	2024 kr.	2023 kr.
Driftsindtægter		0	1.472
Donationer		294.715	731.945
Individueller donationer og medlemskontingenter	1	18.052	52.745
Fondsbevillinger	2	1.095.000	2.510.581
Offentlige støttemidler	3	20.000	78.898
Indtægter i alt		1.427.766	3.375.641
Driftsudgifter	4	-166.066	-203.423
Salgsomkostninger	5	-53.846	-50.061
Lokaleomkostninger	6	-185.417	-183.864
Administrationsomkostninger	7	-449.010	-211.306
Løn- og personaleomkostninger	8	-1.743.514	-1.846.061
Omkostninger i alt		-2.597.854	-2.494.715
Driftsresultat		-1.170.088	880.926
Finansielle indtægter		4.240	851
Finansielle omkostninger		-952	-163
Finansielle poster i alt		3.288	688
Årets resultat		-1.166.800	881.614
Forslag til resultatdisponering:			
Overført resultat		-1.166.800	881.614
Disponeret i alt		-1.166.800	881.614

Balance 31. december

	Note	2024 kr.	2023 kr.
Aktiver			
Debitorer		0	94.419
Tilgodehavende moms		0	50.951
Andre tilgodehavender		0	1.175
Deposita		31.384	30.470
Periodeafgrænsningsposter		0	15.232
Tilgodehavender		31.384	192.247
Likvide beholdninger		1.040.770	1.766.979
Omsætningsaktiver		1.072.153	1.959.226
Aktiver		1.072.153	1.959.226

Balance 31. december

	Note	2024 kr.	2023 kr.
Passiver			
Egenkapital primo		1.768.330	886.716
Overført resultat		-1.166.800	881.614
Egenkapital		601.530	1.768.330
Egenkapital i alt		601.530	1.768.330
Leverandører af varer og tjenesteydelser		15.532	15.000
Skyldig A-skat og AM-bidrag		87.126	114.766
Skyldig ATP		7.128	3.881
Skattekontoen		62.899	0
Hensat feriepengeforpligtelse		75.451	57.248
Periodeafgrænsningsposter		222.487	0
Kortfristede gældsforpligtelser		470.623	190.896
Gældsforpligtelser		470.623	190.896
Passiver		1.072.153	1.959.226
Eventualforpligtelser	9		
Sikkerhedsstillelser og pantsætninger	10		

Noter**2024****2023****1. Individuelle donationer og medlemskontingenter**

Støttemedlemskaber

18.052	52.745
18.052	52.745

2. Fondsbevillinger

Tryg Fonden

0

344.260

Velux Fonden

0

756.413

Østifterne Støtte

0

164.700

Jubilæumsfonden

0

15.000

Fonden Lind Foundation

750.000

750.000

Købmand Ferdinand Sallings Mindefond

295.000

55.000

Otto Mønsteds Fond

0

425.208

Lemvigh-Muller Fonden

50.000

0

1.095.000	2.510.581
------------------	------------------

3. Offentlige støttemidler

Sociale Forhold og Beskæftigelse - §18 tilskud

20.000

0

Slots & Kulturstyrelsen - driftstilskud

0

78.898

20.000	78.898
---------------	---------------

4. Driftsudgifter

Forplejning studerende

65.593

76.149

Fortærting ansatte

37.411

42.054

Transportomkostninger

45.425

78.419

Rejseomkostninger

17.637

6.802

166.066	203.424
----------------	----------------

5. Salgsomkostninger

Restaurationsbesøg

2.889

76

Gaver og blomster

2.368

930

Markedsføring & PR

15.534

0

Events

33.055

49.055

53.846	50.061
---------------	---------------

6. Lokaleomkostninger

Husleje m/moms

185.417

183.864

185.417	183.864
----------------	----------------

Noter

	2024	2023
7. Administrationsomkostninger		
Personaleudgifter	458	9.608
Rejseudgifter	16.743	7.707
Annoncer og reklame	0	8.172
Kontorartikler og tryksager	928	830
Edb-udgifter / software	4.497	1.234
Rep./vedligholdelse af inventar	400	0
Mindre anskaffelser	12.207	560
Mindre anskaffelser, omvendt betalingspligt	568	0
Telefon	461	318
Porto og gebyrer	6.761	10.630
Revisor	30.962	19.000
Regnskabsmæssig assistance	0	26.088
Konsulentydeler	110.400	66.800
Kurser & uddannelse	0	4.500
Forsikringer	8.211	7.032
Kontingenter m/moms	18.323	12.843
Kontingenter u/moms	37.383	33.792
Web-hotel og domænenavne	0	2.193
Omkostningsført købsmoms	187.109	0
Ej fradragtsberettigede omkostninger	13.600	0
449.011		211.307

8. Løn- og personaleomkostninger

Lønninger	1.680.985	1.785.846
B-honorar	0	1.822
Pensioner, arbejdsgiver	9.869	41.250
AER (Samlet betaling)	19.224	20.387
ATP	14.058	14.863
Feriepengeforpligtelse, reg.	18.202	-18.189
Lønninger, reg.	1.175	82
1.743.513		1.846.061
Gennemsnitligt antal beskæftigede	4	4

9. Eventualforpligtelser

Foreningen har indgået huslejekontrakt, hvor ved foreningens lejemål kan ophøjes med 2 måneders varsel, svarende til en huslejeforpligtelse på t.kr. 31.

10. Sikkerhedsstillelser og pantsætninger

Der er ingen sikkerhedsstillelser eller pantsætninger pr. statusdagen.

Consideration of proposals

7.

Discussion

Approval of membership fee

9.

Approval of the budget

10.

2024

Operating budget 2024	Employee salaries	Administrative costs	Office and location	Driftsomkostninger
 2.567.000 kr.	 1.660.000 kr.	 190.890 kr.	 216.320 kr.	 217.513 kr.

2025

Operating budget 2025	Employee salaries	Administrative costs	Office and location	Driftsomkostninger
 2.686.708 kr.	 2.310.000 kr.	 233.164 kr.	 215.786 kr.	 149.385 kr.



Election of chairperson

11.

Election of vice chairperson

12.

Election of treasurer

13.

Election of additional board members

14.

Election of auditor

15.

Miscellaneous

16.



prosa
din IT-fagforening



HACK YOUR FUTURE

Follow our
progress on
social media

www.hackyourfuture.dk

Gold Partners:

zendesk alteryx

Partial funding:

TUBORG
FONDET

Lind
Foundation

TrygFonden

DTU | DTU Compute
Department of Applied Mathematics and
Computer Science



Support our work:



Silver Partners:



Bronze Partners:

✨ Tak for god ro og orden ✨

Bye Bye

HACK
YOUR
FUTURE