Coding Pirates

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CREATIVITY

MANAGEMENT REPORT 2024

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& TECHNOLOGY FOR 10 YEARS

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ABOUT CODING PIRATES

Coding Pirates Denmark is an association that promotes IT creativity in children aged 7-17 through club nights, events and activities. Coding Pirates is a non-profit organization, and the main nerve of the organization is a group of IT professionals, teachers, programmers, researchers and entrepreneurs, who all have in common that they see a need for an offer for children and young people that will strengthen their IT skills and creativity. Our purpose is to promote children and young people's productive and creative IT skills by organizing club nights.

INTRODUCTION

We have successfully made it through 2024. It has been a great year with a lot of activity, a 10-year anniversary celebration, new departments and associations, and solid growth in the FIRST® LEGO® League.

Our associations have been very active, organizing engaging club nights, events, and various other initiatives. Many volunteers have contributed in multiple ways, including Unity Saturdays, volunteer days, member system development, wiki development, and much more.

We have experienced significant interest in collaboration from companies and organizations. In December, we received Digital Dogme's "Social Impact Award 2024" for Competence Development of the Year - "Årets Kompetenceløft Social Impact Award 2024." We see this as a great recognition and hope that various collaborations—both short- and long-term—will help support Coding Pirates with volunteers and offerings for the children.

Our efforts to be a strong voice in the STEAM field were intensified again in 2024, including a campaign to secure funding through the national budget. We engaged in discussions with politicians at Folkemødet, during special events, and even received a welcome video from Minister of Fisheries Magnus Heunicke for all children participating in the FIRST® LEGO® League Submerged season.

From an event perspective, 2024 was a busy year with many great events, introducing numerous new people to Coding Pirates at fairs, conferences, and networking meetings.

FIRST® LEGO® League has now been successfully implemented, and our primary focus is growth. New tournament cities have been established, and participation options have expanded.

2024 has been a year of consolidation, fine-tuning and optimizing our internal operations. Our websites, **codingpirates.dk** and **piratskibet.dk**, have been launched in new versions. The online club for children suffering from extended school non-attendance has been running for a year. We have worked on developing a new webshop, created seasonal activity packages, and explored formats for increasing female participation in our associations. Recommendations have been made at both the national and local levels on how to attract more girls, women, and young people to join our initiatives.

A huge thank you to all our volunteers who have ensured engaging activities and events across the country. Without you, we wouldn't be able to achieve all this great content!

A massive thank you to all the amazing children and young people who play, explore, laugh, and learn with us.

Thank you to all our fantastic partners—companies, organizations, and foundations—who support our work. Without you, we wouldn't be able to run our secretariat. A big thank you also goes to our secretariat staff and the members of the board.

We will need all of you again in 2025, and we hope you will stay on board!

THE ASSOCIATION IN NUMBERS

NUMBER OF ASSOCIATIONS AND DEPARTMENTS

In 2024, Coding Pirates had a total of 58 local associations with 71 departments, including some still under development.

NUMBER OF MEMBERS AND VOLUNTEERS

In 2024, Coding Pirates had a total of 1,657 paying members, an increase from 2023, with 1,537. This means we have now surpassed our pre-COVID membership level from 2020, when we had 1,609 members.

The number of grant-eligible members according to DUF's definition was 1,470 in 2024, which is 55 more than in 2023.

The table below shows the number of unique individuals for whom Coding Pirates has organized programs and events per year. FIRST® LEGO® League is not included, but approximately 5,000 people participated in the **FIRST® LEGO® League Submerged** season, with a targeted annual growth rate of 20%.

YAER	PROGRAMS	EVENTS	PROGRAMS + EVENTS	TOTAL
2015	464	60	86	610
2016	1141	228	235	1604
2017	1933	417	398	2748
2018	2068	566	335	2969
2019	1962	154	254	2370
2020	1532	62	90	1684
2021	869	148	112	1129
2022	1161	274	201	1636
2023	1115	338	295	1748
2024	1205	353	329	1887

The final column represents the sum of 'Programs' (those who have only participated in programs, such as seasonal activities), 'Events' (those who have only attended an event, such as Game Jam), and 'Programs + Events' (those who have participated in both programs and events in the given year).

AN OVERVIEW OF THE DISTRIBUTION OF PARTICIPANTS ACROSS ALL PROGRAMS AND EVENTS TARGETING CHILDREN AND YOUNG PEOPLE.

These are not unique individuals, as some participants, for example, have attended both the spring and fall seasons. Participants are categorized by region and gender.

	OTHER	BOY	GIRL	TOTAL		BOY	GIRL	TOTAL
Capital Region	1	1.556	438	1.995		78%	22%	63%
Central Jutland		483	118	601		80%	20%	19%
Northern Jutland		82	18	100		82%	18%	3%
Online		5		5		100%	0%	0%
Zealand		27	5	32		84%	16%	1%
Southern Denmark		378	67	446		85%	15%	14%
Total		**2.531**	**646**	**3.179**		**80%**	**20%**	**100%**

63% of the total participant number is from the Capital Region, which has a distribution of 78% boys and 22% girls.

The national average is 80% boys and 20% girls.

Compared to 2023, we see an increased number of girls in the Capital Region and Central Jutland, while the proportion of girls has decreased in Southern Denmark.

The average age of participants at the start of programs (club nights) was 11.36 years:
- 11.56 years for boys (ranging from 11.20 years in Zealand to 11.82 years in Southern Denmark)
- 10.52 years for girls (ranging from 10.48 years in Northern Jutland to 10.88 years in Southern Denmark)
-

Efforts are underway to improve the membership portal, so that it can better handle the registration of active volunteers.

ACROSS THE COUNTRY IN THE ASSOCIATION

The association team now consists of three association consultants, working with Northern Jutland / Central Jutland, Southern Denmark, and Zealand. This has provided extra attention to the associations and association support across the country.

In Northern Jutland and Central Jutland, the focus has primarily been on getting more associations and departments up and running, such as Vrå and Hadsund. There is ongoing work to start more associations and departments in Aarhus, which has been requested by both children and volunteers. Coding Pirates Aalborg has started a new department, and along with the other new departments in Northern Jutland, this has helped significantly with the waiting lists. Additionally, there is a collaboration underway to establish something in Lisbjerg, and we hope to see a new department in Arden soon.

It has been exciting to see how many girls have signed up for Aalborg's new Makerspace department and the many exciting events that local associations have organized or participated in, such as Herning with Gamebox and Aarhus with GameJam.

In Zealand, the efforts have been focused on strengthening contact with existing associations and supporting the local areas in their work. New associations have been established in Roskilde, Næstved, Flakkebjerg, and Copenhagen. At the same time, support has been provided to properly and formally close inactive associations so that loose ends are handled and clarity is achieved for the future.

In Southern Denmark, the focus has been on establishing new associations, particularly in Funen, where we now have an association in Odense, which has had its first season and is working actively with its volunteer network. Odense has become an association established with many young volunteers. In addition, an association has been started in Midtfyn, which plans to have its first season in spring 2025. So far, they have held a couple of events for both children and adults to gauge interest and recruit more volunteers. Additionally, several associations, particularly on Funen, have spent time visiting each other to seek inspiration and share knowledge across regions. Work continues to establish more associations and departments in Southern Denmark.

There is still a shortage of volunteers, and recruiting them has become even harder. In 2024, we conducted three more structured volunteer recruitment campaigns, and 174 people have signed up as volunteers through our form on the website. Additionally, we continue to strengthen our collaborations with interest organizations and companies to find new ways to recruit volunteers and establish new departments. In 2024, this included collaboration with Dansk IT, DI, Actitude, LEGO®, PROSA, SimCorp, Epico, as well as several volunteers to recruit judges for the FIRST® LEGO® League.

In 2024, we also continued to work locally on strengthening volunteer recruitment. We have held many information and startup meetings in local communities to create new associations. Furthermore, we have refined the process from the moment volunteers sign up until they become active in the local associations. Moving forward, we will continue to focus on optimizing this process.

Retention of volunteers and the support we can provide to our associations in this work is another essential part of volunteer care. From Coding Pirates Denmark, we are working with volunteer days, which we have expanded from two to three volunteer days, held in Funen, Jutland, and Zealand. We continue to work on how we can create more exciting events that provide value for the volunteers.

In 2024, four online "Piratebars" were held – two in the spring and two in the fall.
The waitlists are growing – especially in the Capital Region – and therefore, we have intensified our efforts to open more associations. Currently, nearly 4,200 children are on the waitlist.

A big welcome to the new associations established in 2024, which are: Midtfyn, Odense, Vrå, Hadsund, Roskilde, Næstved, Flakkebjerg, Visma, and Portland Towers.

VOLUNTEERS IN CODING PIRATES

Volunteers are the heart of our organization. Being a volunteer in Coding Pirates means contributing to inspiring children and young people to explore the creative possibilities of technology. It is a unique opportunity to combine one's own skills and interests with a greater purpose – making technology accessible, understandable, and fun.

We estimate that between 345 and 690 volunteers were active in Coding Pirates in 2024. This is based on the assumption that we have one volunteer for every 2-4 participants. In addition, we estimate that 750 volunteers participated in the FIRST® LEGO® League in 2024.

Our volunteers represent a wide range of roles and competencies. Some have supported local club evenings as instructors, mentors, and pedagogical advisors. Others have engaged in board work and ensured that our organization has a strong structure and direction. We also have volunteers who have worked on the development and maintenance of our technical systems, such as the member system, Piratskibet, and our new wiki. Additionally, many have contributed to our community through Slack discussions, volunteer days, and the annual conference, or have been behind larger events like game jams and conferences.

The diversity among our volunteers is one of our greatest strengths. We bring together people from various backgrounds, from educational to technical, and this collaboration creates unique opportunities for learning and development. The technical skills enable exciting and challenging activities for children and young people, while the pedagogical skills ensure that the activities take place in a safe and inclusive environment. It is this synergy that creates the magic in Coding Pirates.

At the same time, staffing remains a challenge we continue to work on addressing. To ensure high quality and personal attention in our activities, there is a constant need to focus on recruiting and retaining volunteers. We need more hands to help create great experiences for our participants and strengthen the community among volunteers across the country.

To all our fantastic volunteers – whether you support locally, nationally, or virtually – we send a huge thank you. Your commitment, passion, and creative spirit are what make Coding Pirates so special. Thanks to you, children and young people can turn their curiosity into skills and their ideas into reality.

ONLINEKLUBBEN

In Coding Pirates Denmark, we have established an online club for children experiencing unschooling. Here, we meet to engage in play and creativity with technology online, aiming to provide a small point of stability in an otherwise different everyday life. Noah Kallesø joined the online club in the fall of 2024 and has been responsible for much of the development of activity content.

The online club has been in existence since the pilot project in the fall of 2023 and has had its two first seasons in 2024. The children who have participated have been very positive about the community the club has provided during their daily lives. Several children have, for example, found a common interest in technology, which has allowed them to meet online in other contexts and play Roblox or Minecraft together.

In 2025, we will continue the work with the online club and hope to recruit more adult volunteers to be part of the activities, thereby increasing the reach to children who need something different in their daily lives.

EVENTS IN 2024

**2024 HAS BEEN A BUSY AND EXCITING EVENT YEAR FOR CODING PIRATES.
HERE'S A SELECTION:**

DIGIDAYS AND CULTURE NIGHT AT DANSK INDUSTRI

Coding Pirates Frederiksberg traditionally organizes 2 major events in addition to the usual club activities. One of these is DigiDays, supported by the Frederiksberg Foundation, and is a Coding Pirates festival for children and young people in Kedelhallen. The other is the Culture Night at Dansk Industri House.

DigiDays took place on January 13, 2024, in Kedelhallen in Frederiksberg. More than 100 children and young people had the opportunity to participate in workshops, where they worked with robots, coded cups, built robots, 3D printed, used CoSpaces, gamed, worked on internet security, and ran on FIRST® LEGO® League tracks. There was a speaker for parents about AI by fellow pirate Sine Zambach. There was food and drinks, and everyone was happy. There were a number of new coders, meaning children with no digital experience, but with great play experience. DigiDays is back for version 6.0 in 2025.

As usual, CP Frederiksberg also participated in the Culture Night at DI – a large event with thousands of people, both children and adults. The children from Frederiksberg ran the workshops, and the volunteers spread the good Coding Pirates message. This year, we were challenged by musical entertainment for younger children, which resulted in many children being too young for our activities. Additionally, too many children were left on their own, which led to some of our equipment being torn apart and smeared with ice. However, we learned an important lesson: It's crucial to be aware of which target group the overall event is aimed at. Coding Pirates Frederiksberg will participate again next year at the Culture Night at DI.

10TH ANNIVERSARY RECEPTION

Coding Pirates turned 10 years old in 2024, and it was celebrated on several occasions. On February 28th, we held an official anniversary reception in Copenhagen for all partners, volunteers, and invited guests with an interest in our work at Coding Pirates. Our good friends at Dansk IT kindly lent us their premises for the festivities, which featured speeches from founder Martin Exner, vice chairperson Lis Zacho, and secretary general Louise Overgaard. There was a toast with Cava, birthday cakes, and goodie bags were handed out to all guests, containing our 10th anniversary magazine. The magazine was specially created for the occasion and encapsulated Coding Pirates' history and development over the first 10 years.

At the reception, we were visited by the Furesø branch and Jørgen Kragh, who presented the exciting projects they've been working on in the club. The day was a festive gathering with many great conversations among the guests, and where new relationships were formed.

CLICK HERE OG SEE THE VIDEO FROM THE DAY

NATIONAL MEETING

The national meeting and general assembly on March 2nd was a special one, as Pirates and Captains gathered to also celebrate Coding Pirates' 10th anniversary. The national meeting was held at the secretariat's office in Odense. About 70 volunteers from near and far participated in a great day that included breakfast, workshops, the general assembly, more workshops, birthday cake, (pirate) rum, playful activities, a festive dinner, and a party in the evening. The event officially ended at midnight, with the music still playing and dancing shoes still on. New friendships were formed between volunteers, workshop leaders, and secretariat staff.

The workshops were held by both internal and external hosts. Thanks to Amos Blanton, Magnus Høholt, Sune Nilausen, Keld Norman, Guldastronaut, Martin Exner, Martin Knudsen, and Nermeen Ghoniem.

MAKER FAIRE IN AARHUS

As tradition dictates, Coding Pirates was represented at the Maker Faire in Aarhus on the weekend of April 27th and 28th. Coding Pirates had a booth and showcased various activities. Among other things, volunteers from Coding Pirates BMI attended and demonstrated some of the micro:bit projects they had created. We had great turnout throughout the weekend, and both children and adults found our activities exciting.

As always, the event was filled with creativity and a great atmosphere, with plenty of opportunities to meet other makers and get inspired. We don't have exact figures for 2024, but there were 6,500 visitors in 2023, so it was probably not much different in 2024.

Unfortunately, Maker Faire Aarhus will be taking a break in 2025, so we won't be participating there.

CHILDREN'S IT CONFERENCE - AARHUS AND LYNGBY

The Children's IT Conference started in 2016 and has since been an annual event in Coding Pirates. On Saturday, April 13th, 2024, the conference was held again in both Lyngby and Aarhus, in collaboration with Microsoft and JYSK. This year's theme was "The World of Sequences," focusing on the idea that sometimes things need to be done in a specific order to achieve the desired result, and that you cannot skip a step.

The Children's IT Conference gives children and young people the opportunity to play with different technologies all day Saturday. The event is primarily aimed at children on the waiting list or those who want to explore what Coding Pirates offers. In Lyngby, 100 children participated, while around 50 children attended in Aarhus. The day provided insight into creativity with technology, new friendships, and strengthened the sense of community among the volunteers. We experienced a broad diversity among the participants – both in age and gender. The conference targeted children and young people aged 10 to 16.

CLICK HERE AND SEE TH VIDEO FROM THE DAY

FOLKEMØDET

Once again in 2024, 10 people traveled to Folkemødet to Bornholm with a packed schedule. On Thursday, we held activities at two schools and for school classes in Epico's tent at the Folkemøde Square, where we worked on cybersecurity, hacking, and artificial intelligence. We also participated in interviews with The AI Report and a networking event with Engineer The Future.

Friday's program continued with activities for school classes in the Epico Tent. We participated in panels on the future of schools, the future of IT talents, and cybersecurity for children, and had a lunch meeting with a foundation.

On Saturday, we offered hands-on activities for families with children, together with Strøm for Children and on the IT-Parat Ship. Additionally, we hosted several debates, both on the Social Responsibility Stage and in the Epico tent.

Throughout the entire Folkemøde, we held a treasure hunt for all interested children and a number of networking meetings.

Once again in 2024, we managed to create many new relationships during Folkemødet.

BORNHACK

In 2024, Coding Pirates participated for the first time in BornHack – a seven-day camping event filled with technology, creativity, and community. Here, our volunteers had the opportunity to meet across the country, exchange ideas, and gather new inspiration for our work with children and young people. With our pirate tent as a base, BornHack became a platform for networking, learning, and fun moments. It was an experience that not only strengthened our community but also gave us new ideas for the development of Coding Pirates. We hope to make BornHack a regular tradition and look forward to exploring opportunities to include more young code pirates next year.

SOMMERHACK

Coding Pirates participated with activities at Sommerhack – a week-long gathering focused on programming, tech, and community. Sommerhack is a family event with a cozy atmosphere and good food, with a particular focus on the children during the weekend when we hosted the activities. We hope to establish a collaboration so that it will again be possible for our pirates to participate in a tech-inspired summer camp.

WILD TECHNOLOGIES

Coding Pirates was represented at Wild Technologies at DOKK1 in Aarhus at the end of August, where over 13,000 visitors attended. On the beautiful ramp at DOKK1, we were assigned two steps where we could present Coding Pirates' activities and FIRST® LEGO® League.

The FIRST® LEGO® League team showcased the latest challenge, which was released in August by FIRST®. This year's theme, SUBMERGED, was presented by the previous winners of the Denmark finals in 2022, Team Hedemølle, and the 2023 participants from the team GIFLL. Curious visitors could see the LEGO robots in action and learn how the challenges were solved. We experienced great interest from both children, parents, and professionals. On the open stage, the team Power Puff Girls presented their experiences of participating in FIRST® LEGO® League and their trip to Boston, where they competed against teams from around the world.

At Coding Pirates, we held a workshop based on the "Fremtidsspejlet" (Future Mirror) workshop, developed in collaboration between the Institute for Future Studies, the Central Libraries, artist Andreas Refsgaard, and Innovation Lab. Here, we had the pleasure of inviting both children and adults into a future universe. In the workshop, we worked with a design process where we combined idea generation for positive futures, prototype construction, and AI to create images that connected one's visions and thoughts with the prototype's character. We had a lot of fun with the many visitors who participated in the workshop, and we received very positive feedback from both adults and children on our approach to working with design and AI.

GAMEBOX

In 2024, Coding Pirates was also represented at Gamebox in Herning. The local association in Herning took the lead in organizing the event, with support from nearby local associations and the national association. The event attracted just under 24,000 visitors this year. We had a booth for three days in collaboration with Ung Herning.
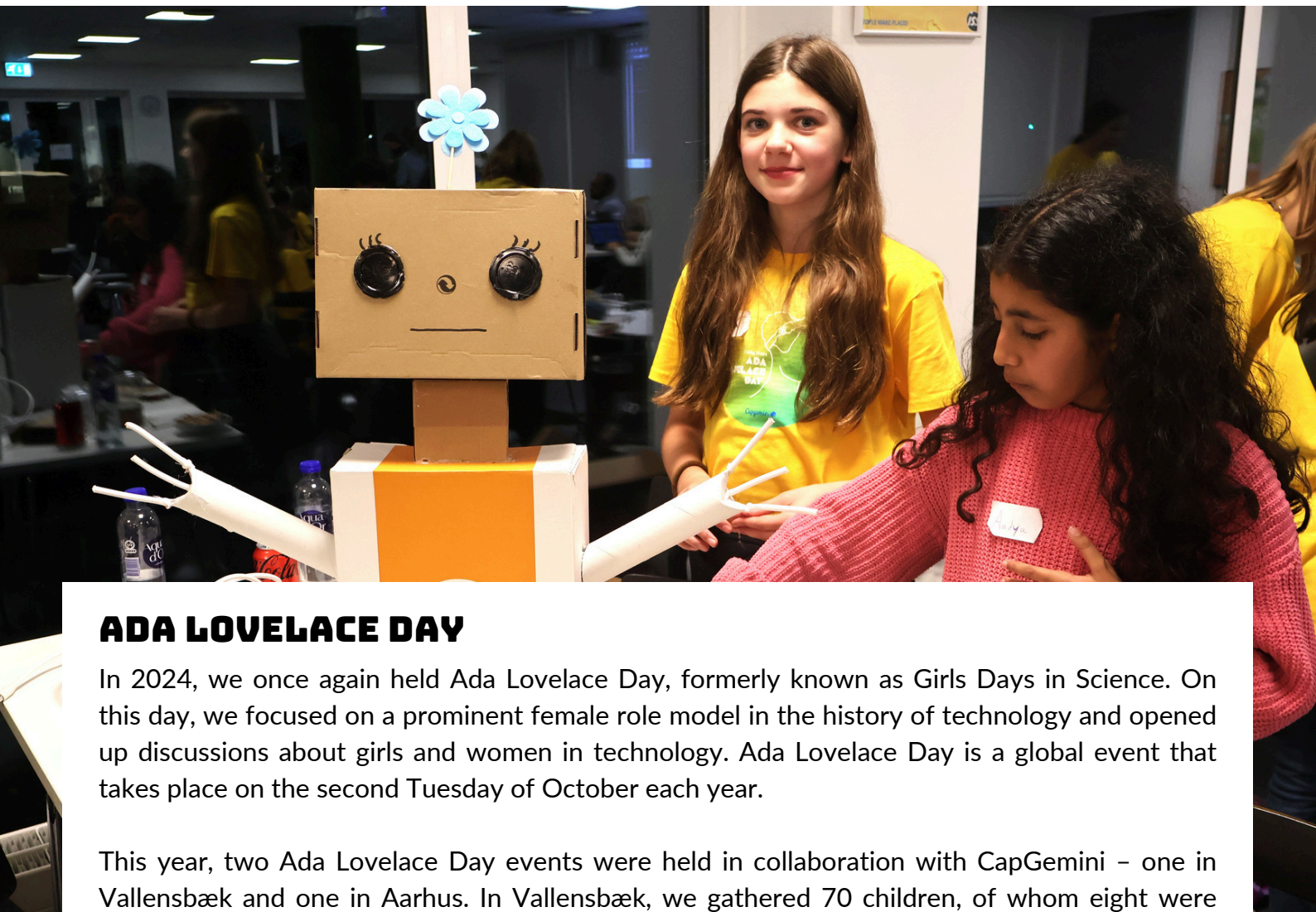
ADA LOVELACE DAY

In 2024, we once again held Ada Lovelace Day, formerly known as Girls Days in Science. On this day, we focused on a prominent female role model in the history of technology and opened up discussions about girls and women in technology. Ada Lovelace Day is a global event that takes place on the second Tuesday of October each year.

This year, two Ada Lovelace Day events were held in collaboration with CapGemini – one in Vallensbæk and one in Aarhus. In Vallensbæk, we gathered 70 children, of whom eight were boys and the rest were girls. In Aarhus, 23 children participated in the workshop "Fremtidsspejlet". In Vallensbæk, we held six workshops, led by a group of skilled volunteers.

Additionally, we attempted to extend the celebration of Ada Lovelace Day throughout an entire week by working purposefully with communication, resulting in both videos, images, and various forms of communication.

We also had a collaboration with the schools in Nyborg and Nyborg Library during the week. The schools had the opportunity to mark Ada Lovelace Day by accessing different materials on piratskibet.dk. Together with Nyborg Libraries, we launched Ada Lovelace Week on Saturday, October 5, with workshops at three locations: Nyborg Library, Ullerslev Library, and Ørbæk Library. Coding Pirates Nyborg hosted the activities at Nyborg Library.

CLICK HERE AND SEE THE VIDEO FROM THE DAY

GAME JAMS IN LYNGBY AND AARHUS

Game Jam has been one of Coding Pirates' recurring annual events since 2016. In 2024, it was once again held at Dokk1 in Aarhus and at Visma Dinero in Copenhagen on November 2 and 3. We thank our hosts immensely for their hospitality and hosting.

2024 was also the year when the Zealand location celebrated its 10-year anniversary with Game Jam!

Game Jam is a 24-hour competition where participants, in teams, create a computer game based on a specific theme. In 2024, the national theme was: "Connections." The winning categories were: Best Game, Design and Innovation Award, Best Original Sound, Teamwork Award, and Pirate Award (for 7-12-year-olds).

At Game Jam, participants learn to work in teams of 4-5 people. They learn to collaborate, manage the project, and evaluate as a team. At the same time, they gain a social experience where they meet new friends.

None of this would be possible without our sponsors: Dokk1, Visma Dinero, City of Copenhagen, ChangeX, and GDevelop.

A huge thank you goes out to all the volunteers at Coding Pirates who continuously show up and ensure the event can take place. This year, there were volunteer representatives from about 15 local departments. Without you, it would never have become a reality.

HILLERØD HACK INN

In collaboration with Hillerød Technical Gymnasium, Campfire Security, and PA Consulting, Coding Pirates Hillerød organized an event focused on cybersecurity and hackers' methods. Through practical exercises, instructions, and an exciting 'capture the flag' tournament, participants gained insight into how to protect themselves from hacker attacks. Although a low number of sign-ups made it a small, intimate online event, we have established strong collaborative relationships that pave the way for future events. Cybersecurity can seem complex, but we believe it is both important and exciting – and we look forward to building on the experiences from Hillerød Hack Inn.

KCD DENMARK 2024

For the second year in a row, Coding Pirates collaborated with KCD Denmark. In 2023, KCD Denmark donated their entire profit to Coding Pirates after a successful 1-day conference for IT professionals with an interest in Cloud Native. In 2024, the group behind the conference expanded their event to a two-day conference. The conference consisted of professional talks from speakers both from Denmark and abroad.

General Secretary Louise Overgaard took the stage at the opening to discuss the difference Coding Pirates makes for children and young people, and how our work helps to create and develop the creative and technological skills of children and young people through play and communities.

All participants had the opportunity to meet Coding Pirates representatives and the FIRST® LEGO® team, who presented this year's SUBMERGED challenge. The robots generated great curiosity among participants, who could try to catch gold candies on the mat with LEGO® robots. The conference ended with Coding Pirates receiving a donation of 350,000 DKK and 70 leads for new volunteers and partners.

DANMARKS INDSAMLING

As a quick and unexpected initiative, Coding Pirates became a part of Danmarks Indsamling in mid-November through a collaboration with Ceylon Invest and Danmarks Indsamling. The result was the online game jam and campaign "GameChanger – When Games Help Children in Need." The goal of the initiative is to get as many children and young people as possible to be creative with technology and submit their computer games on itch.io. In addition to a competition for the best game, Ceylon Invest donates money to Danmarks Indsamling for every game that is submitted.

With this participation, Coding Pirates also hopes to highlight that digital skills at a young age can empower action, and that screens can be used for many positive and creative purposes. In January 2025, we will know if the collaboration around GameChanger has been a success.
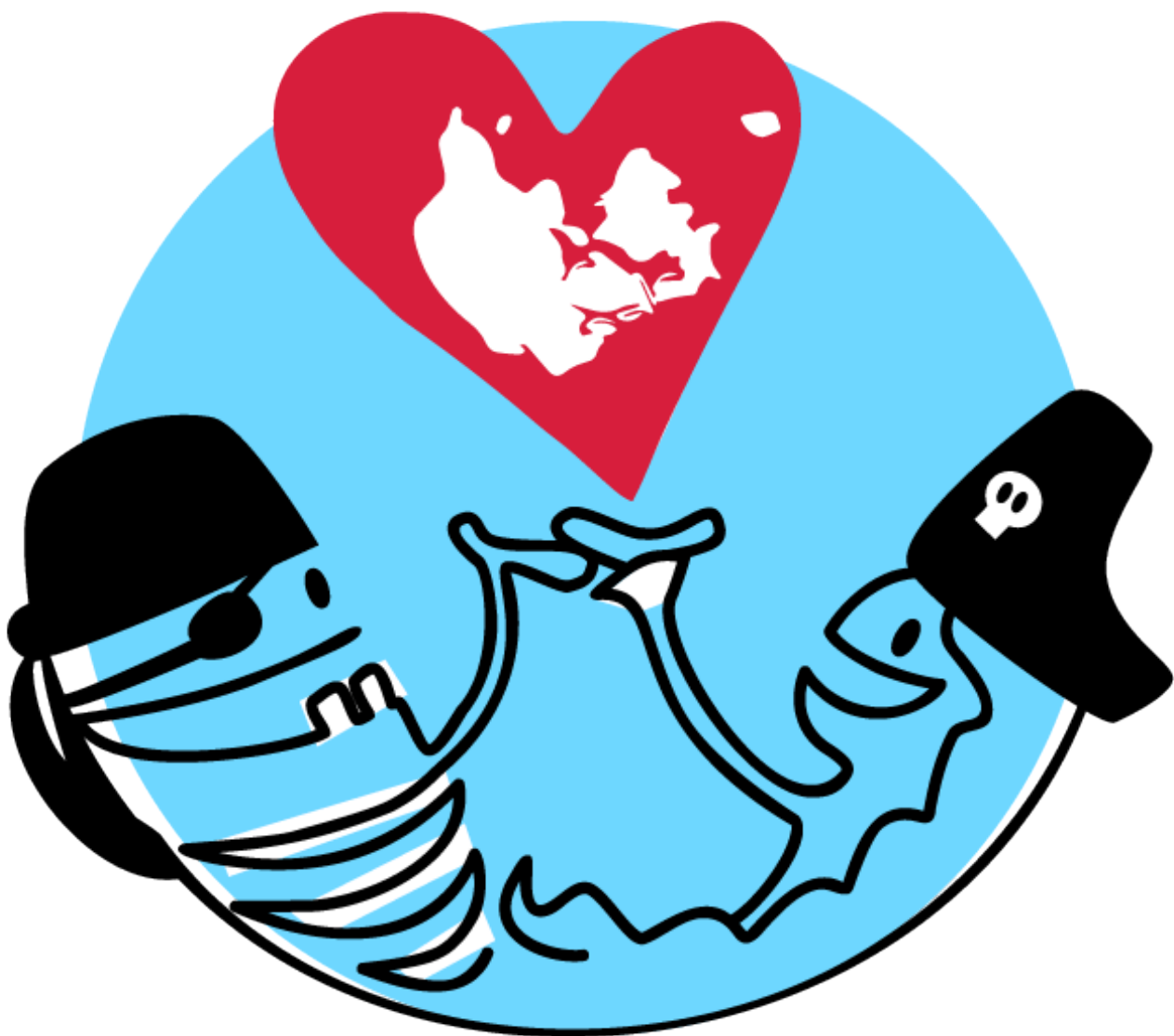
THE BOARD'S YEAR

The General Assembly of 2024 was held in conjunction with the Annual Meeting and the celebration of Coding Pirates' 10th anniversary. The meeting proceeded smoothly without any significant incoming proposals but with an engaged debate and presentations of both successes and challenges from 2023.

After the General Assembly, the board was constituted as follows:
- Chairman: Søren Berg Paarup
- Vice-Chairman: Lis Zacho
- Treasurer: Ditte Arndt Svendsen
- Secretary: Noah Kallesø
- Other members: Mette Møller Jeppesen, Jane Grud, and Martin Fritzen
- Substitute members: Martin Knudsen, Mikael Hewel, and Sune Nilausen

The position of staff representative is vacant, as Jannie Nielsen left the secretariat, and no one has yet come forward to stand for election.

There have been the following changes throughout the year:
- Martin Knudsen replaced Martin Fritzen as a board member.
- Mette Møller Jeppesen became the treasurer, replacing Ditte Arndt Svendsen, who left the board. Mikael Hewel has joined the board as her replacement.

2024 has been a year focused on continuing the previous board's work to create a solid foundation for the association's future and existence. This work has resulted in a number of proposals for changes to the bylaws, which will be put to a vote at the General Assembly in 2025.

Unfortunately, we did not receive operating grants from DUF in 2024, which is further described in the annual report. To avoid the risk of the operating grant for 2025 being withheld for the same reason, an extraordinary General Assembly was called, which took place on December 7th at UCL in Odense with physical attendance. We hope that the change in the bylaws will only be a temporary solution.

The year has also involved several larger discussions regarding our financial setup. This work is not yet completed and will therefore be a central task for the new board in relation to developing a future business model.

As mentioned earlier in the annual report, new collaborations have been established, and several are underway. The board has actively supported the secretariat in these discussions and strategic efforts.

All in all, the future still looks technological.

A big thank you to the outgoing board.

FINANCES AND FINANCIAL CONSOLIDATION

FINANCES BETWEEN LOCAL ASSOCIATIONS AND THE MAIN ASSOCIATION

The membership fees for 2024 were almost identical to those of 2023:

In 2024, we received DKK 1,043,890 in membership fees. DKK 833,640 was distributed to the local associations, while DKK 210,250 went towards secretariat operations and event execution, such as the Children's IT Conference, Ada Lovelace Day, and Game Jams, corresponding to 20.1% allocated to the main association.

In 2023, we received DKK 1,044,500 in membership fees. DKK 792,790 was distributed to the local associations, while DKK 251,710 went towards secretariat operations and event execution, such as the Children's IT Conference, Ada Lovelace Day, and Game Jams, corresponding to 24.1% allocated to the main association.

In 2022, we received DKK 992,235 in membership fees. DKK 759,688 was distributed to the local associations, while DKK 232,637 went towards secretariat operations. This corresponds to 23% allocated to the main association.

It is a challenge for the main association that such a limited portion of the association's turnover goes towards paying the common operational costs, which are covered by the main association.

As of the end of 2024, we have 17 local associations connected to Danske Bank District, with more joining steadily. In 2025, we will continue working on getting those local associations that wish to join on Dinero, where we offer free accounts for local associations. However, we have become aware of a challenge where the local associations' accounts, under the current setup, cannot function as NemKonto, which is problematic for receiving payments from the government. We are working with Danske Bank District to find a solution.

FINANCIAL COMPOSITION

In 2024, we continued to work on the strategy of creating multiple income sources to ensure more secure financial stability, so the main association does not rely solely on one or two income sources. However, it is still clear that we need to explore how we can become less dependent on grants by developing stronger business models both between the local associations and the main association, as well as having varied sources of income, such as through merchandise sales.

We are thus still working on building a foundation consisting of:
- Increased membership fee payments due to growth in membership numbers and potential redistribution of income
- Income-generating businesses (currently focusing on the webshop and profits from event hosting, but we also need to look into things like courses and municipal collaborations in the future)
- Financial partnerships with companies and organizations (e.g., PA Foundation and Microsoft)
- Expanded sponsorship efforts (e.g., business clubs and strategic collaborations like KCD Denmark)
- Support memberships
- Foundation collaborations

In 2024, we did not receive our operating grant from DUF for 2023 as budgeted. This has placed us in a difficult financial situation, but due to financial caution, we expect to manage through it. However, we still believe we should receive the operating grant (see more in the DUF section).

It has also not been possible this year to get onto the national budget. We believe this is due to the fact that we receive operational funding from DUF. We are considering whether it is worth continuing to apply for operational funding from DUF. The collaboration is cumbersome, time- and resource-consuming, and the effort does not necessarily match the size of the grant.

Support memberships have not taken off as expected. It requires a dedicated effort, which has not been prioritized this year.

The funding of the operation of FIRST® LEGO® League will not result in a surplus without sponsorships. This was not the expectation when the collaboration started, but the work of creating sponsorship partnerships, including global sponsors, has been intensified in 2024. Thanks to a donation from the LEGO Foundation, the operation of FIRST® LEGO® League is more or less secured until mid-2026.

FINANCIAL COLLABORATIONS AND PARTNERSHIPS

In 2024, the association has had several financial collaborations:
This year, we concluded a two-year project collaboration with the LEGO Foundation. Fortunately, we managed to establish a new collaboration with the foundation for the further development of FIRST® LEGO® League. There is ongoing work to secure enough financial partners to make FIRST® LEGO® League financially sustainable, so that its operations can also contribute positively to lifting the costs for other parts of Coding Pirates. This year, we have had financial cooperation with META, Albani Fonden, Nordea Fonden, Eiva, Decode Law, and several companies have contributed with services, volunteers, or products.
The project with the NOVO Nordisk Foundation continues throughout 2024 and has financed a large part of our association's work and efforts to create new opportunities for young people, girls, and women. The project has been extended by two months into 2025.

The collaboration with Nordjysk Teknologipagt was concluded in 2024. It has given us valuable experience in collaborating with youth education institutions.

The collaboration on the Space Journey project was also concluded in 2024.
On the other hand, new collaborations have been initiated with PA Foundation and Microsoft, which will also continue in 2025.

The collaboration with Kubernetes Community Day Denmark is ongoing in 2024, and we received a generous donation of DKK 350,000, including VAT.

We have had several successful business collaborations in 2024. The collaboration with CapGemini has again this year mainly focused on Ada Lovelace Day. With EPICO IT, we have collaborated on the Folketinget event and LEGO builds for Charity Day. Several companies and organizations have provided locations, resources, and manpower, including Jysk, Microsoft, Visma Dinero, Unity, LEGO, and Dokk1. The association has received various types of sponsorships.

An ambitious fundraising plan has been laid out and started to be realized from the fall of 2024, and we are eagerly awaiting to see if it will lead to a more secure financial situation. As things stand now, we are heading into a rather uncertain financial period for the association's work in Coding Pirates Denmark.

We are experiencing great interest from companies about collaboration. Unlike before, where it was primarily monetary, more and more companies are focusing on having their employees involved, which requires us to take a different approach to collaborations. More and more donation platforms are emerging, and we are striving to stay updated on these. Examples include platforms like Benevity and brightfunds.dk. This is something we aim to create more awareness of in 2025.

CHANGEX
The collaboration with ChangeX started on September 9, 2022.
The purpose of ChangeX Denmark Community Play Fund is to support existing groups and individuals in Denmark to start new projects that create opportunities for learning through play in their local communities.
Once applicants have demonstrated their commitment and ability to start the community project by completing a 30-day challenge on the ChangeX website and accepting the terms and conditions for funding, ChangeX will provide funding, information, guidance, and support to give the applicant the best chance for success.
The ChangeX program was sponsored by the LEGO Foundation and Microsoft (only for Zealand) in 2024.

ChangeX founding to projects in Coding Pirates	Number of projects	Total dkk
Start a new club	6	234.00
Game Jam Aarhus	1	41.800
FLL Challenge (CP, sparetime, school)	11	298.530
FLL Explore (CP, sparetime, school)	8	133.056
Total founding from ChangeX incl. CP	**26**	**707.386**
Payout to Coding Pirates Sekr. incl. I total		**74.000**

Note: 2 donatorer: LEGO Fonden og MICROSOFT (Kun til Sjælland)

In addition to these ideas, applications were received from schools as well as volunteer/private organizations in Denmark.

The ChangeX fund was used up during the fall of 2024. The fund was expected to have available funds again starting from February 1, 2025.

ADVOCACY WORK

Again in 2024, there has been a strong focus on advocacy work, on getting our messages and our work communicated, as well as on efforts to create a stable source of income, such as by forming partnerships and getting onto the national budget.

Unfortunately, we have not succeeded in getting on the national budget for 2025, but we will continue working on it. In this context, we also need to decide whether, like other interesting partners, we should abandon the operating grant from DUF and focus even more directly on other public funds starting from 2026.

As part of the advocacy work, there has also been work on the establishment of a business club in 2024, where the framework has been shaped, but where the content and membership will be finalized in 2025.

Advocacy work is certainly not only about securing finances, but most importantly about sending a message that children and technology should not only focus on digital educational challenges and issues with social media and privacy, but should also focus on play, creativity, and experimentation with technology. Coding Pirates is one of the Danish organizations with the most experience in creating playful technological activities, and it is important that we remain a nuanced player in a highly polarized debate about children, youth, and screens. As part of the advocacy work, Coding Pirates has delivered speeches and content for a range of events, articles, debates, etc.

THE "SECRETARIAT"

In 2024, the many changes made since the autumn of 2022 have truly been consolidated, and we can report that the "Maskinrummet" (the operations room) is now running smoothly. There are clear procedures and workflows, engagement and enthusiasm, and a passion for being a part of Coding Pirates.

In 2023, a team structure was created, which in 2024 has been well implemented, and the collaboration works well both within and across teams. The team structure ensures that no one is working alone, that we ensure greater knowledge sharing, and that we know who is responsible for what. It is our firm belief that the team structure has created a stronger secretariat with stronger knowledge sharing and a more effective and professional solution to tasks.

2024 also saw layoffs, resignations, and new colleagues. At the beginning of the year, we ended our collaboration with Jannie Nielsen and Milan Pereula. In addition, we had to say goodbye to Anders Skov Nielsen, Nicklas Nørgaard, and our student assistants Signe Kræmmer and Maria Hufnagel Nielsen, all of whom resigned. The "Rumrejse" project was also completed, which meant that Martin Knudsen's position ended.

In the spring, Camilla Hjort was an intern, and we also welcomed Anders Gammelgaard-Larsen, Izabella Andersen, and Christian Møller, who started during the year. Additionally, Michala Muhs transitioned from a student assistant role to a position as association consultant.

BY THE END OF 2024, OUR SECRETARIAT CONSISTS OF:

General Secretary
Louise Overgaard (30 hours)

Administration Team
Claus Foxholm, accountant (37 hours)
Mette Ulriksen, office manager (10 hours)
Anders Nielsen, membership system and GDPR (9 hours)
Jakob Junker Jeppesen, fundraiser (10 hours)

Association Team
Anders Gammelgaard-Larsen, association consultant Zealand and the Islands (37 hours)
Michala Muhs, association consultant South Denmark (37 hours)
Frederik Hugger, association consultant North and Central Jutland (18 hours)

FIRST LEGO League Team
Christian Møller, coordinator (37 hours)
Édith Orbelé Svebølle, program manager (37 hours)
Nikita Hald Sørensen, event and communication employee (17 hours)
Kristian Ibsen, FLL consultant (10 hours)
Mads Leizsner, local tournament consultant (10 hours weekly, three months per year)

Communication Team
Izabella Andersen, communication employee (37 hours)
Nikita Hald Sørensen, communication coordinator (18 hours weekly)

Noah Kallesø is a volunteer at the secretariat.

Mette Eis-Hansen is an intern.

The work environment organization consists of Louise Overgaard as the work environment leader and Nikita Hald Sørensen as the work environment representative.
In 2024, there was a strong focus on creating a strong collaboration within a newly established association team to work in a less person-dependent way, more efficiently, and to reach a wider geographical area. The focus has still been on streamlining processes for all parts of the association's work – from the first contact with interested volunteers, through the opening of new associations, to providing support and assistance in cooperation with existing associations.

Examples of this include the work to create an association team manual, which gathers and provides an overview for the association employees in all their work. Growth strategies have been created to proactively establish more associations, along with clear procedures for starting and closing down associations.

A big thank you to everyone at the secretariat for their strong efforts. We are working with a very strong and skilled team, and we look forward to the new year.

COMMUNICATION

Internal and external communication has undergone significant development over the past year. In April, the communication team gained a coordinator who is responsible for overseeing communication both internally and externally, as well as across Coding Pirates and FIRST® LEGO® League.

Strategic Work

In the first quarter, a communication plan was created to provide an overview, insights, and documentation of our communication. The work focuses particularly on documentation so we can look back and see how we've done things previously.

The Communication Strategy 2024 was based on Vision 2027 and consisted of seven main goals:

1. We need to work in a structured way within the team.
2. We need to focus on our target audiences: children, parents, volunteers, and stakeholders in Coding Pirates.
3. We need to have more girls.
4. We need to retain our volunteers through good communication.
5. We need to support the associations.
6. We need to evaluate our work so that we can constantly improve.
7. We need to actively promote our offerings.

In addition, there is a specific goal for FIRST® LEGO® League:

Coding Pirates should communicate FIRST® LEGO® League: Increase awareness of the many positive aspects of FIRST® LEGO® League, with a focus on STEM, play, and learning.

The main goals of the strategy have been further specified for internal use, but the above points are always used when we communicate both internally and externally. If we don't align with any of these, we are not communicating correctly. Several of the goals can be achieved simultaneously. We have also placed greater emphasis on the interaction between target groups and communication channels, as well as being proactive.

FIRST® LEGO® League has its own Facebook channel.

In response to some of the feedback we continuously receive from our volunteers, we have chosen to launch an independent Facebook channel for FIRST® LEGO® League this year. This is because we find that Coding Pirates and FIRST® LEGO® League have two distinct target audiences, and we want to meet the needs of each audience. Since Coding Pirates operates FIRST® LEGO® League, there will still be posts from time to time that feature both Coding Pirates and FIRST® LEGO® League, as there are situations where there is mutual relevance between the target groups, activities, and perspectives.

The graphic identity has been rethought.

In celebration of Coding Pirates' 10th anniversary, we reevaluated our graphic design in the autumn. In the future, our readers will encounter new primary colors and new graphic designs. The new graphic identity has been used in the creation of the latest season start packages and the new webshop. We increasingly noticed that clubs wanted a fresh design to attract attention at their locations, as well as when they attended fairs or similar events.

EXTERNAL COMMUNICATION

Coding Pirates' external communication aims to reach a broad audience across various platforms. We communicate via our website, Facebook, Instagram, LinkedIn, and through our newsletter, PiratNyt.

Websites

Piratskibet.dk was relaunched in January 2024. In connection with the Annual Meeting and General Assembly in March, the new website (codingpirates.dk) was launched. The volunteer portal is still under development.
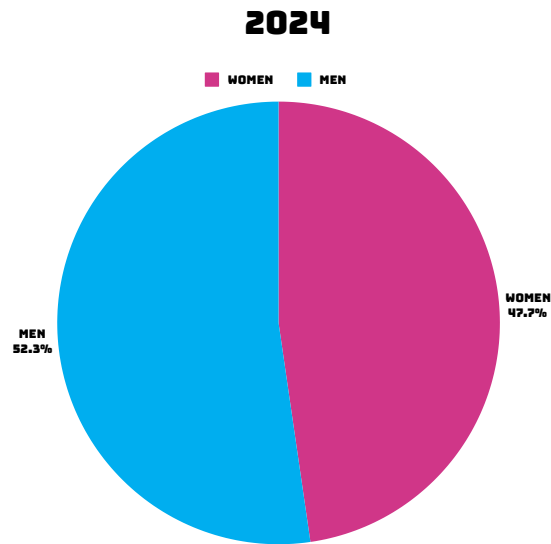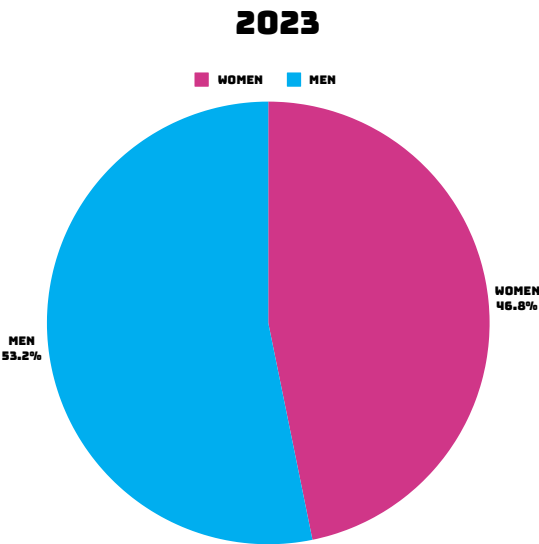
Social Media

Our social media platforms were actively used throughout 2024 to share information about events, great stories, activities, fairs, etc. In 2024, we reintroduced #MeetTheCrew in a new format, allowing for more profiles and an increased sense of community. We also worked with recurring campaigns aimed at focusing on specific topics, such as Ada Lovelace, Online Club, and the search for volunteers. Additionally, we established "Landet Rundt", a bi-weekly segment on Facebook. Landet Rundt aims to raise awareness and focus on the clubs, their activities, and to create insight and curiosity among potential new coding pirates (and their parents). Below is an overview of key figures from 2024 compared to 2023.
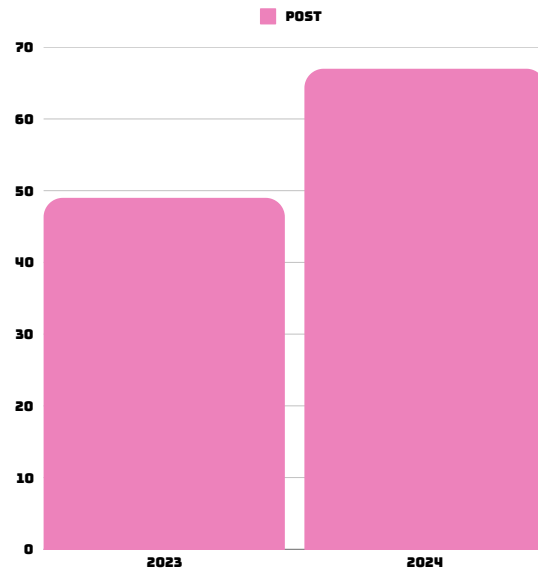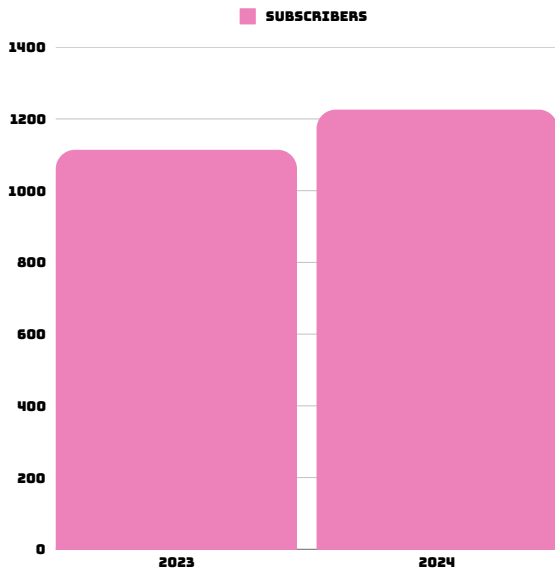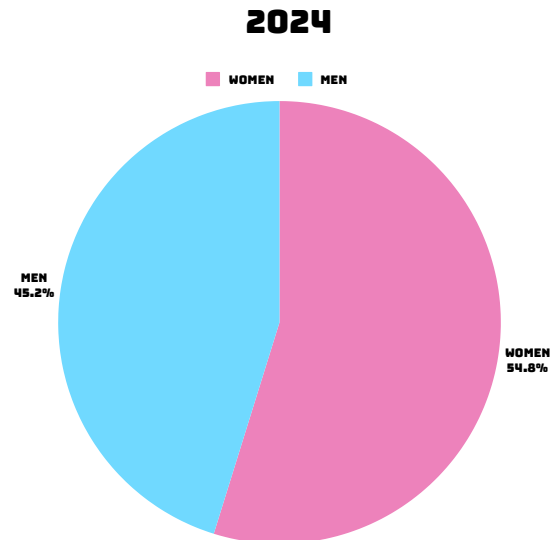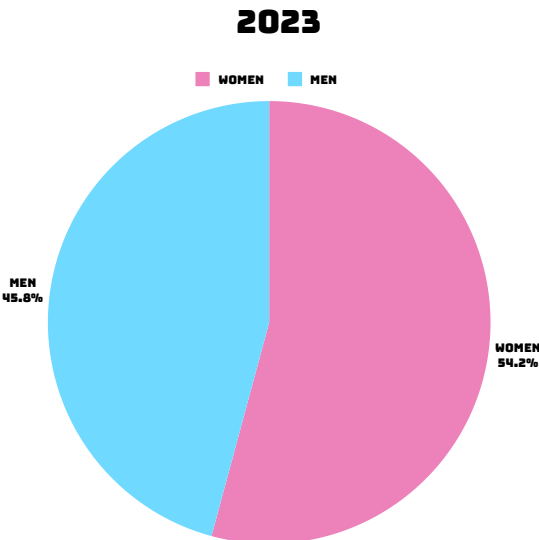
FACEBOOK: CODING PIRATES

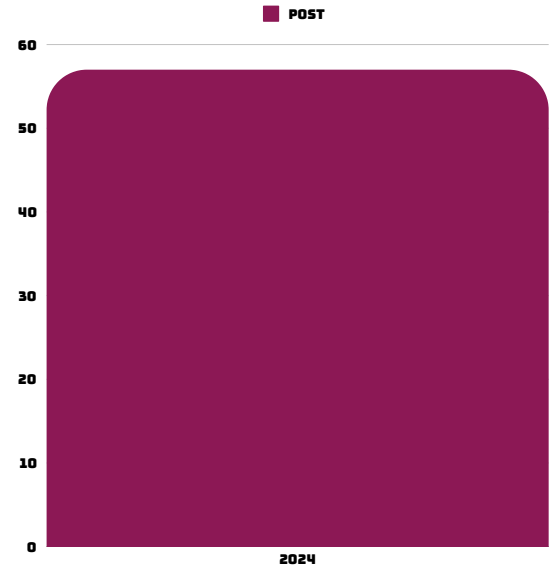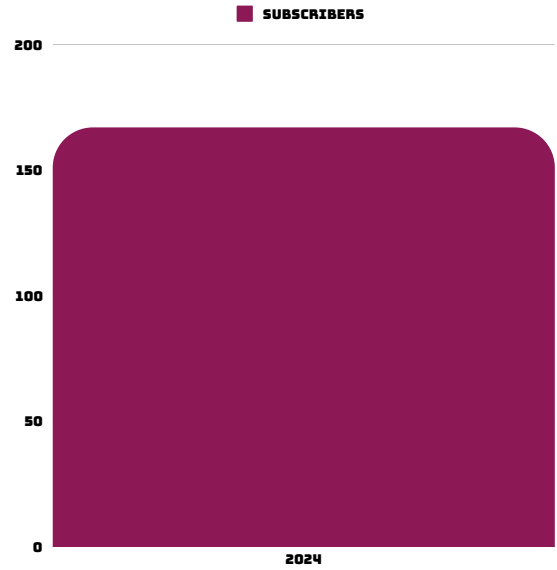# THE DISTRIBUTION OF MEN AND WOMEN AMONG OUR SUBSCRIBERS:

2023

■ WOMEN ■ MEN

WOMEN
46.8%

MEN
53.2%

2024

■ WOMEN ■ MEN

WOMEN
47.7%

MEN
52.3%
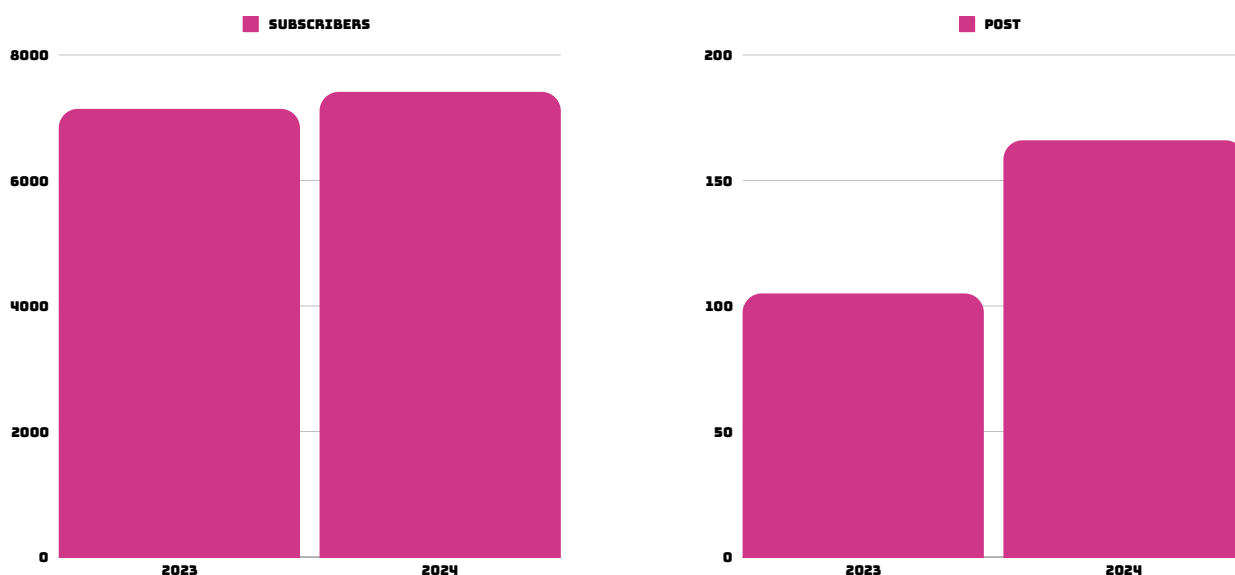
INSTAGRAM: CODING PIRATES

■ SUBSCRIBERS

1400
1200
1000
800
600
400
200
0
        2023   2024

■ POST

70
60
50
40
30
20
10
0
        2023   2024

THE DISTRIBUTION OF MEN AND WOMEN AMONG OUR SUBSCRIBERS:

2023

■ WOMEN ■ MEN

WOMEN
54.2%

MEN
45.8%

2024

■ WOMEN ■ MEN

WOMEN
54.8%

MEN
45.2%

FACEBOOK: FIRST® LEGO® LEAGUE DANMARK'

■ SUBSCRIBERS

(Bar chart: single bar at ~165 for 2024; y-axis 0–200)

■ POST

(Bar chart: single bar at ~57 for 2024; y-axis 0–60)

THE DISTRIBUTION OF MEN AND WOMEN AMONG OUR SUBSCRIBERS:

2024

■ WOMEN ■ MEN

(Pie chart)

MEN
39.4%

WOMEN
60.6%

LINKEDIN

■ SUBSCRIBERS

(Bar chart: 2023 ~4200, 2024 ~4800; y-axis 0–5000)

■ POST

(Bar chart: 2023 ~42, 2024 ~140; y-axis 0–140)
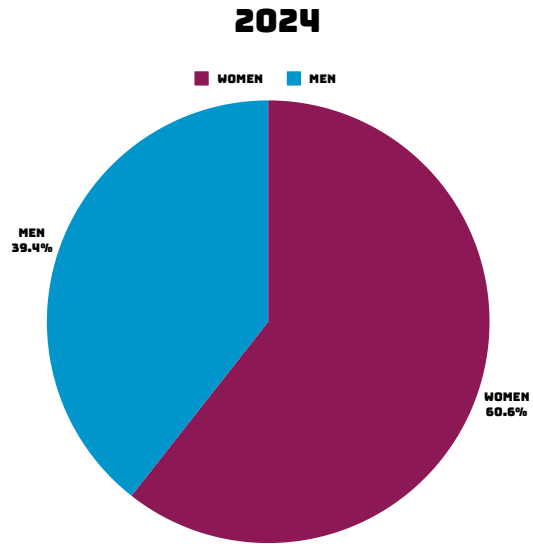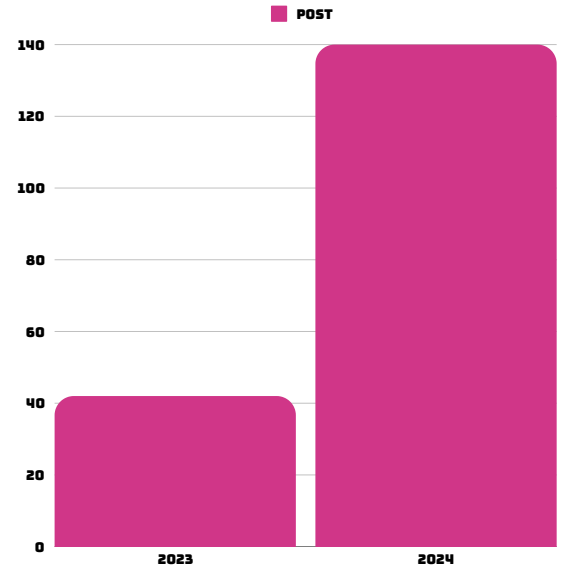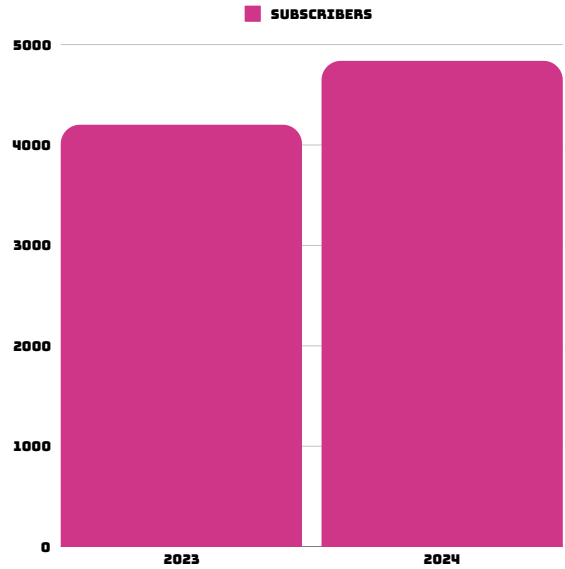
PiratNyt

PiratNyt is published monthly. During the first half of the year, it was released on the first Friday of the month. However, we have changed this schedule so that it is now published on the last Friday of the month. This allows our readers to get an overview of events for the entire upcoming month.

PiratNyt is aimed at anyone interested in staying updated on Coding Pirates, meaning that the newsletter has a very broad audience. The newsletter is divided into the following sections: PiratNyt, What's Happening, and News. In 2025, we will also introduce a new section: The Bulletin Board.

Throughout 2024, PiratNyt has maintained an open rate of over 50%, which is a positive development compared to 2023, where the newsletter only reached an open rate above 50% in November and December. Additionally, the newsletter has seen a significant increase in readership, with a growth of 154 readers (22.6%). The following provides an overview of key figures from 2024 compared to 2023.

NUMBER OF USERS

■ USERS 2023   ■ USERS 2024

PERCENTAGE

■ OPEN RATE 2023   ■ OPEN RATE 2024
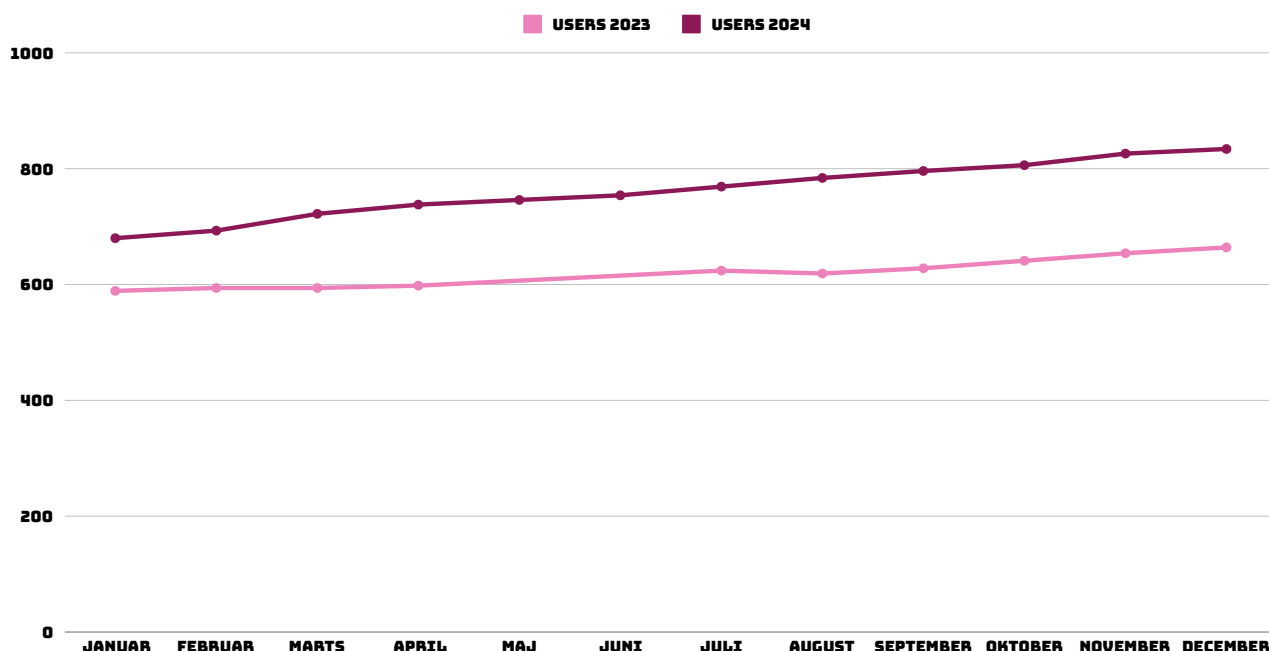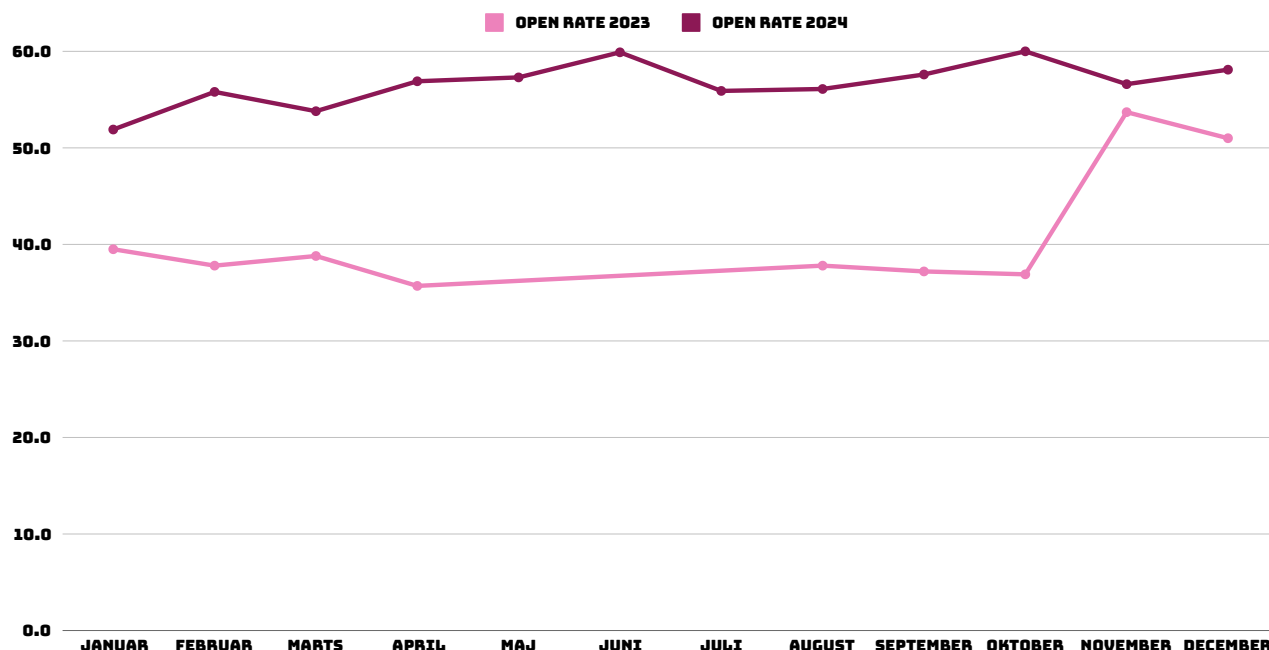
INTERNAL COMMUNICATION

At Coding Pirates, internal communication takes place via Slack, the Facebook group "Coding Pirates Community," and email. Slack is a secure communication platform, and all volunteers are encouraged to use Slack for internal communication. It is also preferred that communication within the secretariat primarily takes place through Slack.

Slack offers private messaging between two individuals as well as the creation of channels. These channels can be both open and closed.
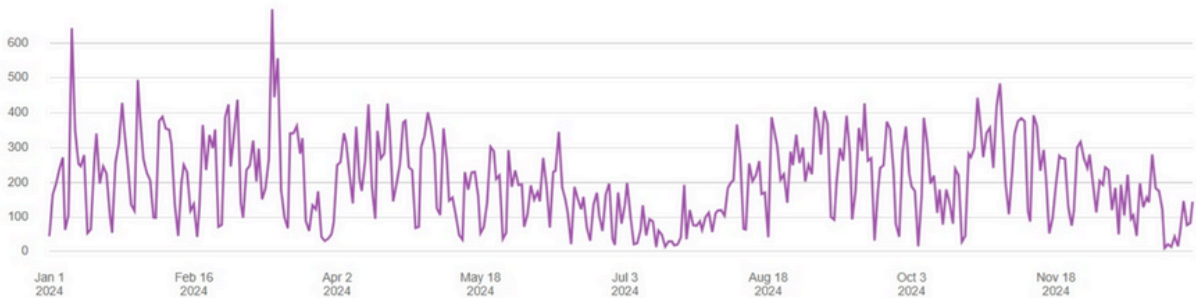
In the Facebook group "Coding Pirates Community," anyone can request access. As of 2024, the group has 1,441 members.

MEMBERSHIP AND COLLABORATION WITH DUF

2024 has been both a rewarding and exciting, yet also a challenging and frustrating year with DUF. We have gained valuable insights into DUF, both positive and negative. Politically, we can take pride in the fact that Pippi Hyllested is the youngest member ever elected to DUF's board. She is joined by Noah Kallesø. Pippi has been working diligently and seriously, and her and Coding Pirates' contributions—such as position papers on youth and digital life—have been well received.

Towards the end of the year, we have worked to support Noah Kallesø in becoming one of DUF's EU Youth Delegates.

A huge thank you to Pippi and Noah for their dedication!

Two of our association consultants have participated in DUF's association consultant training program, which has helped establish a network with other youth organizations. At the leadership level, we have also worked on building relationships with other youth organizations.

Administratively, we experience the collaboration with DUF as cumbersome and rigid. Despite DUF's political efforts to reduce administrative burdens for associations, they themselves contribute significantly to increasing these burdens. Furthermore, we find it highly problematic that DUF's political and administrative work often intertwines, leaving youth organizations—in this case, Coding Pirates—in difficult situations.

The autumn period was largely spent dealing with DUF's rejection of our operational funding application. This was a lengthy process that resulted in a formal complaint to the Tipsungdomsnævnet (TUN), which DUF later withdrew. However, even after a second review, Coding Pirates was once again denied operational funding for the same reason: that we do not qualify as a democratic organization due to allowing online voting at our general assemblies.

We have now submitted a new appeal to TUN, which will be reviewed at the end of February 2025. This rejection has led to an extraordinary general assembly, meaning DUF's administrative decisions have direct consequences for the democratic processes within Coding Pirates. The time and resources spent on this issue have been considerable, and we firmly believe that Coding Pirates should not have to bear the financial burden of this extra workload. The board will address this matter with DUF once TUN has made its final decision.

In 2024, Coding Pirates Aarhus received funding from DUF's local association fund for Game Jam. Initially, Coding Pirates Hillerød was approved for funding for a cybersecurity

event but later had their approval revoked due to having a Danske Bank District account instead of an independent NemKonto. Following this rejection, Louise Overgaard attempted to engage in dialogue with DUF regarding the decision—both because of the outcome and due to inadequate guidance on DUF's website. Additionally, Coding Pirates had implemented Danske Bank District based on recommendations from DUF's Leadership Network, making DUF's decision seem contradictory. Unfortunately, DUF has stated that there is no possibility to appeal. We are currently exploring ways to adjust our banking model with Danske Bank.

Coding Pirates ends 2024 with a strong sense that there are clear systemic and communication challenges within DUF's structure. There is no doubt that, if initiated, efforts to address these issues would likely find many allies among DUF's member organizations.

MEMBERSHIP SYSTEM

The membership system is one of the cornerstones of the organization, developed in-house to meet the needs of our associations. In 2024, we placed a stronger emphasis on user-friendliness, both for general users and administrators. Nine online meetings and six in-person development days were held at Unity. Information about system development, its history, and user guides for admins, captains, and the secretariat can be found on the Volunteer Portal. To raise awareness and provide insights into the work surrounding the membership system, an article was published once again, highlighting its development.

The system is progressing well. Collaboration is highly effective, and there is significant interest in shaping the system. The development team consists of Rasmus Selsmark, Kristoffer Rath Hansen, Mikael Hewel, Maria Scheel-Lonsdale, and Anders Nielsen.

Several new features have been added to the system, improving intuitive navigation and increasing transparency. For example, activities can now be displayed without requiring a login, and direct links to events can be shared, making activity promotion significantly easier.

Additionally, the GitHub repository for the membership system has been cleaned up, and to improve oversight of development phases, release notes are now being prepared for each phase.

With the help of secretariat staff, outdated information about departments and associations has been removed, along with waiting lists for closed departments.

The work is ongoing, as Coding Pirates continues to evolve, bringing new requests for system improvements. The development team remains highly engaged and motivated as they move into 2025, focusing on volunteer management, automated clean-up processes, and a new model for handling memberships and payments.

A HUGE THANK YOU TO THE MEMBERSHIP SYSTEM TEAM FOR THEIR DEDICATION AND HARD WORK!

FIRST® LEGO® LEAGUE

2024 marked the third year that Coding Pirates has held the operator role for FIRST® LEGO® League (FLL) in Denmark, the Faroe Islands, and Iceland. The collaboration with FIRST® LEGO® League aligns well with Coding Pirates' playful approach to technology and IT. Through this partnership, we reached approximately 5,000 children and young people across the three divisions: Discover, Explore, and Challenge. Our ambition for 2025 is to engage 6,200 children and young people in the world of technology.

In 2024, the website's backend was updated to offer a more user-centric journey, while the frontend was enhanced with an improved structure and more user-friendly information. This development will continue in 2025.

We participated in several expos and events to raise awareness about FIRST® LEGO® League, aiming to attract more teams, volunteers, and sponsors. These events included the LEGO Festival of Play, BIGBANG, Fablearn, the Danish School Leaders' Annual Meeting, Vilde Teknologier , Kulturnatten, and KCD Denmark.

As a new initiative, we produced an introduction video for this year's theme, SUBMERGED, created by Lasse Winther. The video received high praise, especially from our local project managers, who saw great value in it. Given its success, we plan to repeat this initiative in 2025. LEGO® Education even shared the video with other partner countries as an example of best practice.

Another new initiative was an increased focus on supporting children in their innovation projects. We partnered with various companies to produce short three-minute videos in which experts described challenges related to the year's theme from their professional perspectives. Among these was a video from the Danish Minister for the Environment.

We also secured agreements with companies to offer webinars and professional mentoring opportunities for the participating children. This initiative will be expanded in the coming years. Additionally, several webinars were held to provide guidance, information, and support to coaches, teams, volunteers, and judges regarding the program and their respective roles.

A major achievement in 2024 was the reopening of a tournament in Aarhus. We managed to keep the Aalborg tournament running despite the municipality's intention to cut funding, and we successfully launched new tournaments in Randers, Sorø, Furesø, Frederiksberg, and Boeslunde. All tournaments were highly successful, and each location has expressed a desire to continue in the following year, with expected growth in the number of participating teams. A total of 16 local tournaments were held, featuring over 450 teams and 5,000 participating children.

The FLL final took place on December 7th at UCL Erhvervsakademi & Professionshøjskole in Odense, where the top 30 teams from Denmark and the Faroe Islands competed. Unfortunately, Iceland was unable to participate due to a teacher strike.

The final event was a great success. In addition to the competition itself, the day featured activities for all teams and guests, including Build the Change, VR experiences, robot play, marshmallow entertainment, and grape dipping challenges.

The day began with an opening show featuring custom-produced music and a light show inspired by this year's theme. Throughout the event, Lasse Winther provided live commentary from the stage. Coding Pirates also hosted a VIP program, with special guests including LEGO® Education CEO Victor Saeijs, who was highly impressed by the event.
A huge thank you to all the children and young participants, their families, coaches, and the 70+ volunteers who made the final possible.

A heartfelt thank you to all our partners and sponsors:
META, UCL Erhvervsakademi & Professionshøjskole, Albani Fonden, Nordea Fonden, Lakrids by Bülow, Fjord & Bælt, Epico, Aarhus Universitet, Lekolar, LIGHTR, Kattegatcentret, Robothus Fyn, LEGO®, and Containbynetic.

**CLICK HERE AND WACTH THE VIDEO FROM THE DANISH FINAL 2024**

PIRATSKIBET

On January 9, 2024, we launched the WordPress version of Piratskibet. With this new platform, we have aimed to reduce operational and development costs while making it more accessible.

A small team within the secretariat has started working more intensively on developing the new platform, focusing on both content and the user experience on Piratskibet. During the fall of 2024, we identified several challenges that we are working to resolve throughout 2025. Our core mission is to make Piratskibet as easy to use as possible for both volunteers and young pirates. Achieving this requires a significant restructuring process, which we initiated in 2024 and will continue in 2025.

The goal is for Piratskibet to become and remain the go-to place where children, volunteers, and other interested users can find ready-made, visually structured learning materials that they can easily use.
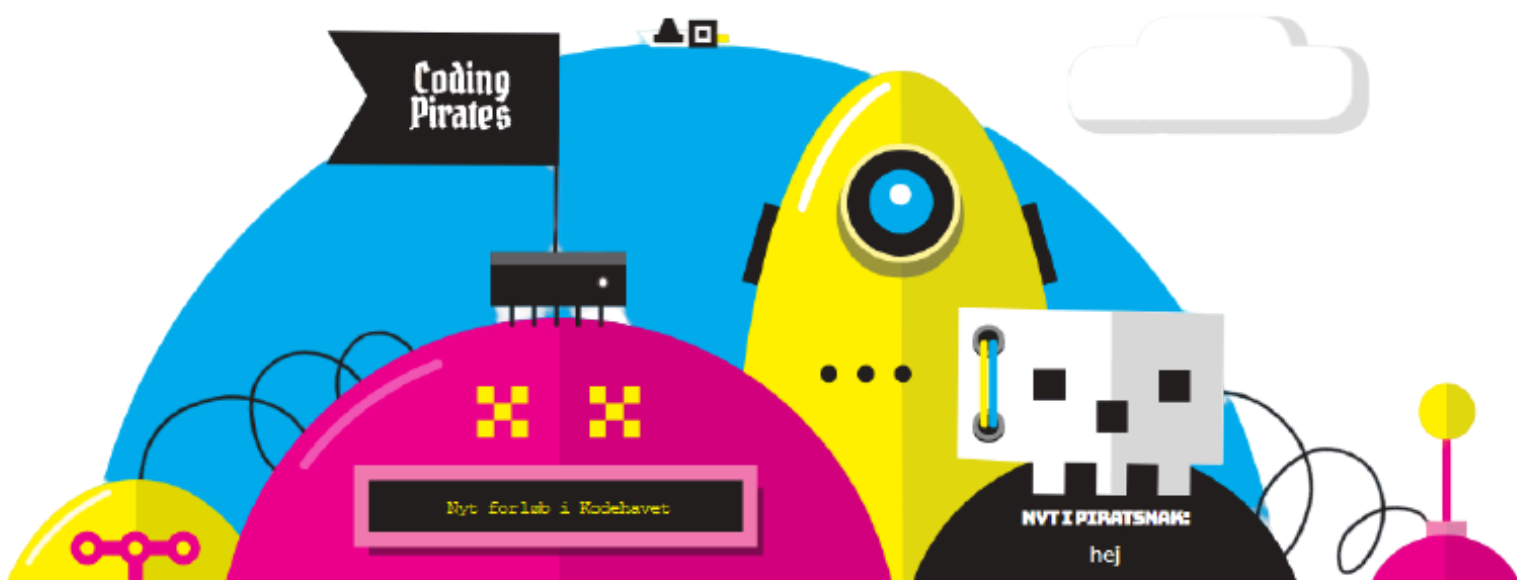
WIKI PROJECT

In Coding Pirates, there is a strong desire to create a better platform for knowledge sharing across departments. Many volunteers spend considerable time and energy developing their own courses, tasks, and materials, which is why we are working on creating a new Wiki platform. The goal is to make it easy for volunteers to share materials and find inspiration.

The project is already well underway, with a dedicated Slack channel (#wiki-udvikling) and two development meetings held to gather input and ideas. We look forward to continuing this work and making this platform a central resource for our community.

THE NOVO PROJECT

2024 was the final year of the project's three-year period. We received a two-month project extension, so the project will conclude at the end of February 2025. We are fortunate that NOVO has chosen to support a project closely aligned with our operations, enabling us to strengthen Coding Pirates in three areas:

- Stronger volunteers and local associations
- More girls and women in Coding Pirates
- More young people in Coding Pirates

The donation was provided to help restore Coding Pirates after the pandemic, to support ongoing efforts, and to develop new initiatives beneficial to both the national organization and the work of local associations.

Therefore, we have focused on both the key areas of effort and on creating new initiatives, such as workshops for young volunteers, volunteer days, meetings for new volunteers, and startup packages for associations. In 2024, we intensified work with girls and women, developed season packages for all local associations, built a new and hopefully improved webshop, and worked on finding effective formats for summer gatherings among volunteers and young people from Coding Pirates.

FOCUS AREA 1: STRONGER VOLUNTEERS AND LOCAL ASSOCIATIONS

Throughout the project period, we have worked purposefully to revitalize our local areas. We have gone from having 41 departments when we submitted the application in September 2021 to 71 active departments, with more on the way. We have worked to re-establish our shared history and brand, roll out thematic activities, organize meetings across the country both physically and online, and establish stronger communication channels. This includes shared stories and communication formats such as "Around the Country in Coding Pirates" and "Meet the Crew," as well as improved calendar functions. Additionally, we have created season startup packages, which are sent out by the secretariat twice a year, developed new merchandise products, and updated the webshop to ensure a strong, unified visual identity.

At the secretariat, we have worked to create the best setup to support our local associations. This includes a dedicated association team that is in closer contact with local volunteers, goes out into the field to help initiate activities, and follows up on progress. This also involves easier access to bank accounts and accounting options, clear manuals and procedures for starting and sustaining local associations. A comprehensive association handbook has been created for the association team, and the volunteer portal is undergoing a relaunch.

FOCUS AREA 2: STRENGTHENING GIRLS AND WOMEN

From the start, Coding Pirates has attracted mostly boys, and this is still the case. However, an intensified effort has sparked greater interest among girls and attracted more female volunteers, and by the end of 2024, we are pleased to see more girls joining. This change takes time and requires multiple initiatives, but we are steadily making progress.

This has led us to adjust the way we communicate about girls and women. New formats have been developed that explicitly engage girls, such as recommendations for local associations. We have also worked on new initiatives like Hello Ada and Ada Lovelace Day, specifically targeting girls. At the same time, the diversity group among volunteers continues its work.

With our assumption of operations for FIRST® LEGO® League, we now run a program that reflects Denmark's demographic, providing an excellent channel to generate more interest in STEM among girls. A stronger connection between girls in FIRST® LEGO® League and new formats for engaging girls are some of the next steps in Coding Pirates' work to activate more girls and women.

FOCUS AREA 3: STRENGTHENING THE YOUTH IN OUR ORGANIZATION

Over the three project years, we have spent a considerable amount of time testing and developing formats for more structured work with young people, and we have encountered challenges along the way. We developed courses specifically for young people, which unfortunately had to be canceled due to insufficient registrations. We also held two summer camps that went well, but we had to admit that the benefits and resource consumption did not align for an annual recurring event.

However, there are also things that have worked very well. In collaboration with northern Jutland youth education institutions, we have had several young volunteers and gained valuable experience in how we can work with educational institutions to involve young people. These experiences are ones we want to build on moving forward.

Coding Pirates is now represented by two young individuals in the Danish Youth Council (DUF), and one of them also serves on our board. When we present FIRST® LEGO® League, we bring along former participants who are happy to get involved. We are also working with the involvement of interns. When we are at events, we put the voices of young people front and center. In 2024, we saw an increase in the number of young people we can register as volunteers in our associations. We are working to create collaborations on youth and volunteer camps with, among others, BornHack and Summerhack.

What we have found is that it works best when we have concrete tasks or roles that we ask young people to take part in, as they are very eager to contribute. This has also led to the first steps toward a youth editorial team in 2024. While the project focused on young people has been ongoing since 2022, it is only in late 2023 and into 2024 that we have seen the work with young people begin to bear fruit.

EVALUATION

Originally, the project had planned a formative evaluation process with a specialized evaluator. However, it became clear that this model was not ideal, so we adjusted the evaluation plan to make it more forward-looking and operational. The evaluation has therefore resulted in:

- A very detailed project handbook for the association team, ensuring clear instructions on how we work with associations across the country, and to reduce vulnerability during job transitions.
- A revision of the Volunteer Portal, making it updated with the latest knowledge and tips for local associations, and more user-friendly. The work is ongoing in late 2024 and early 2025.
- Easily accessible recommendations for the national association and local associations on how to involve more girls and women and engage more young people in our work moving forward.

This model has enabled us to actively incorporate the new knowledge created during the project and to set a direction for our work in the coming years.

Recommendations for local associations can be found here:

- Young people in local associations: https://frivillig.codingpirates.dk/unge-i-foreningen/
- Girls in local associations: https://frivillig.codingpirates.dk/piger-i-foreningen/

A huge thank you to the Novo Nordisk Foundation for the generous donation. It has been invaluable in the rebuilding of Coding Pirates after the pandemic.

LEGO® FOUNDATION

In 2024, we completed the two-year project "Exploring Formal and Informal Waters." The project aimed to contribute to the implementation of FIRST® LEGO® League in Coding Pirates and work on bridging the gap between school time and free time. The goal was to improve school students' progress, engagement, and motivation by creating more cohesion between formal and informal settings.

Over the two years, Coding Pirates made significant progress in implementing FIRST® LEGO® League. The core structure was established, and the first two seasons were held. Initial steps were also taken to bridge the gap between school time and free time, such as improving the opportunity for various types of teams to participate in FIRST® LEGO® League through the sandbox model. The first Coding Pirates' departments also began experimenting with FIRST® LEGO® League.

As part of the project, there was an innovation initiative, which led to the creation of the Online Club for children with school avoidance. This initiative is now running as a permanent part of Coding Pirates' offerings.

The project aimed to achieve many things, and it was exciting to dive into, but it was also clear that the implementation of FIRST® LEGO® League took considerable effort during the early years. However, we have started a process to explore how we can collaborate more with schools, which is also a part of our growth strategy.

The project was evaluated through a process with Rambøll, where a theory of change was developed. Based on this, an evaluation report was created:

Evaluation: Exploring formal and informal waters LEGO Foundation 2024.pdf

The project was concluded on June 30, 2024, and a new two-year partnership with the LEGO Foundation began on July 1, 2024. The new project focuses on strengthening FIRST® LEGO® League in schools.
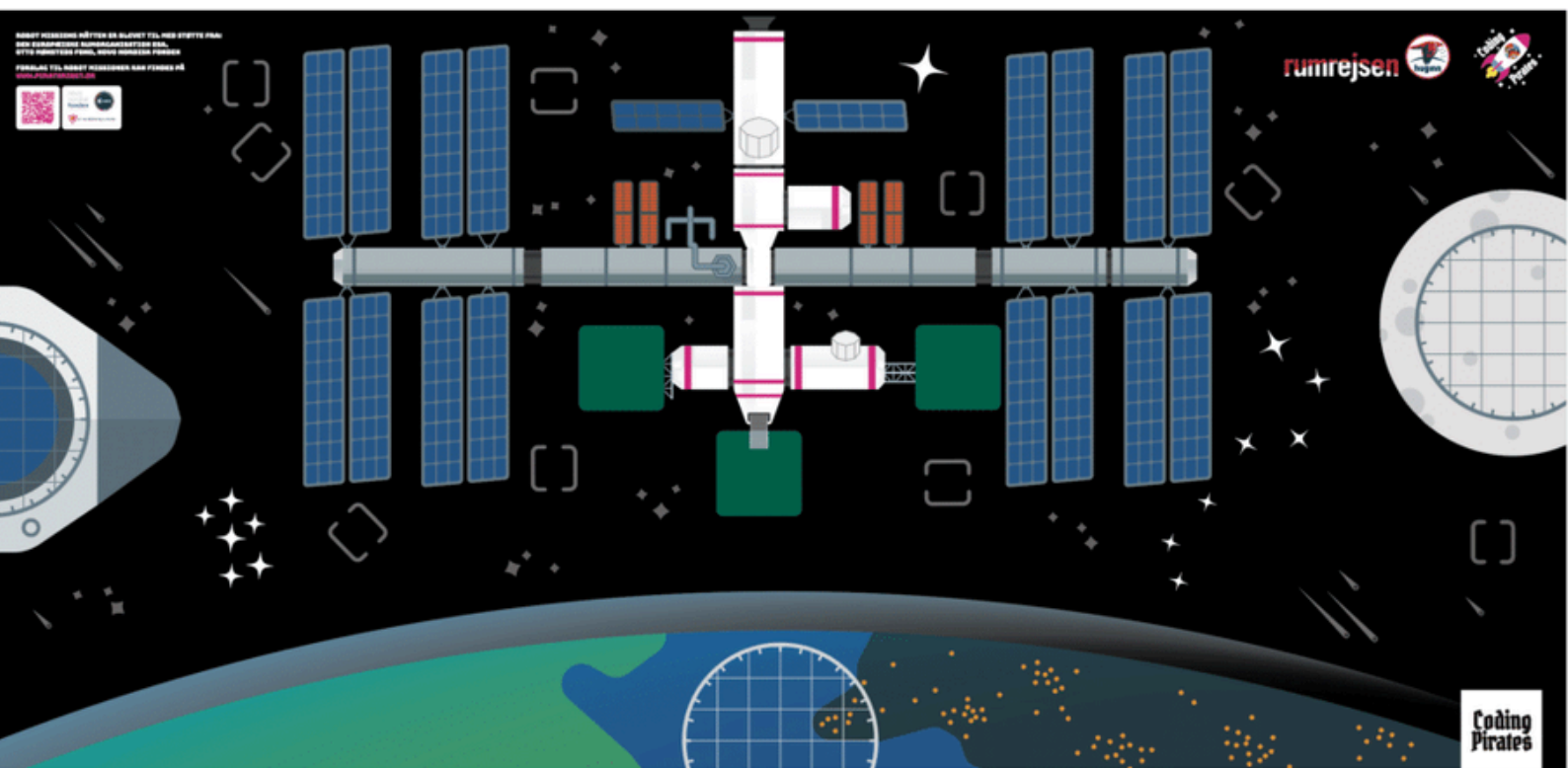
#RUMREJSEN

Coding Pirates has in 2023 and 2024 been a partner in the Rummission LIVE project, which aimed to create awareness, knowledge, and dialogue about Andreas Mogensen's space mission and his activities on the ISS, the motivation for traveling to space, and the diversity in STEM subjects and professions.

This was the first time Coding Pirates worked with a larger theme that includes technological understanding, natural science, and societal interest. This type of theme enables workshops that range from very serious and reality-based to the silly and playful ("let's shoot some aliens!").

The #RUMREJSEN partnership officially ended in August 2024, but experiences from this project can now be applied to future themes and project collaborations.

"Coding Pirates on #RUMREJSEN" has:

- Developed workshop courses related to Rumrejsen
- Held teaching days for student teachers
- Held and participated in live events and activities outside school hours, including club nights, Game Jams, Children's IT Conference, SummerCamp, Science Days, Game Box, Ada Lovelace Day, and the People's Meeting
- Held courses for communicators and educators at project participants as well as Coding Pirates volunteers across the country
- Expanded Piratskibet.dk with a Rumrejsen section and descriptions of courses on the Wiki

In 2024, Coding Pirates did the following with Rumrejsen involvement:

- Held Space Game Jam
- Held a workshop for volunteers at the National Meeting
- Held astronaut training and rocket launching in collaboration with FDF
- Activity at the Children's IT Conference
- Networked with project partners and participated in celebrations of AM after landing
- Participated in the People's Meeting
- Used the #RUMREJSEN theme and workshops for club nights across the country
- Concluded the project with reporting and approval of finances

Coding Pirates succeeded in delivering on all objectives.

Coding Pirates was invited to participate in a number of events and was therefore able to reach an even wider audience with more arrangements than were budgeted for, by spending fewer resources on holding solo events but more resources on participating in events with partners.

Coding Pirates has also supported #RUMREJSEN with more hours than was affordable based on the foundation funds via Rummission Live. This extra work is partly financed through other project funds earmarked to strengthen and develop volunteerism and diversity in Coding Pirates, as well as by student assistants and volunteers contributing with extra unpaid effort.

Going forward, "On #RUMREJSEN with Coding Pirates" will continue to be developed with volunteer efforts, and new materials and courses will be made available on:

- Piratskibet.dk
- Wiki.codingpirates.dk

The project itself is described at https://codingpirates.dk/projekt-rumrejsen/ and the detailed final report can be read by clicking on the rocket.

PROJECT NORDJYLLAND

The Nordjylland project was completed at the end of 2024.

In 2023, we reversed the downward trend for the Aalborg chapter, and in 2024, we started an additional department. The previous multi-year waitlist has nearly been cleared, partly because more children have joined in Aalborg, but also because many children have become active in some of our other associations. Furthermore, we have worked on opening a third department, which unfortunately has not yet been opened.

We also opened associations in Hadsund and Vrå. With that, we reached the milestone of opening six new departments, and all signs point to us starting a department in Arden in 2025. Unfortunately, we have temporarily had to close our departments in Frederikshavn and Hjørring, as our local partners there have withdrawn. However, we have built up local resources and contacts, so we hope to reopen the departments within a relatively short timeframe.

Our FIRST® LEGO® League project has also been very positive. Several of the associations have been very happy to use the courses for local club nights and have found them to be great activities for their children.
We are now working to ensure that the experience and materials we have developed in connection with the project can be used for growth in other areas of Denmark.

PA FOUNDATION

PA Foundation has supported the establishment of two new Coding Pirates local associations in Portland Towers and Visma Copenhagen, and is also helping to make a new local association in Helsingør a reality. This support extends our reach and provides even more children with the opportunity to explore the world of technology.

In addition, PA Foundation has supported several unique projects, including our Eurovision: Daughter and Parent Club in collaboration with Hello Ada, Ada Lovelace Day, and our Online Club for children with unschooling issues. These initiatives demonstrate how Coding Pirates can adapt to various needs and create inclusive communities through technology.

MICROSOFT

With support from Microsoft, we have established a new Coding Pirates local association in Roskilde, which will open for its first season in the spring of 2025. Additionally, Microsoft supports our ambition to re-establish the local association in Køge.

Microsoft is also contributing to the development of our project 'Ungredaktionen' – an editorial group consisting of children and young people who create content about technology and STEAM. The project provides Coding Pirates and volunteers with an interest in media production a platform to express their creative abilities and share their passion for the work we do in Coding Pirates.

VOLUNTEERISM AND COMMUNITY

2025
- WHAT'S TO COME?

2024 has been a busy and successful year for Coding Pirates, and just around the corner awaits a new and exciting year full of opportunities and challenges. We will continue to be a local and national community for play, technology, and creativity. We are tackling a mission in Denmark that not many others take on. We should be proud of this and keep moving forward.

2025 will be a year where we will focus on the impact that Coding Pirates has. We need to become better at describing the effect and value we have on individuals and on society. Coding Pirates is undertaking a significant societal task, and we lack more precise documentation for this. This will possibly be realized in collaboration with the Knowledge Center for Adult Education (Videncenter for Folkeoplysning)

Vision 2027 will once again be a major focus this year. We still wish to build even more relationships across the country, establish connections among young people, and involve more girls.

The Volunteer Portal will go live in a new and improved version. Piratskibet will receive more content and become more user-friendly. Hopefully, a youth editorial group will see the light of day. FIRST® LEGO® League is expected to grow by 20%, and we hope our new webshop gets off to a strong start.

We are hopeful that 2025 will bring one or more multi-year foundation collaborations, as this will help create stability and strengthen the consolidation of the things we do.

2025 will also bring clarity regarding our relationship with DUF and a conclusion on how, and if, DUF should influence our understanding of democracy. At the same time, the year will also bring a more diversified approach to financing both the operations of Coding Pirates and FIRST® LEGO® League.

With 2025, we are also increasingly approaching the point where technological understanding needs to be implemented in schools. Coding Pirates has a unique experience that we need to utilize and which can support our society. Therefore, 2025 will also involve working on how Coding Pirates can contribute in the school context, for example, through FIRST® LEGO® League and perhaps by establishing new Coding Pirates departments in schools across the country.

On behalf of Coding Pirates Denmark,

Chairman Søren Berg Paarup
Secretary General Louise Overgaard