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## MINUTES OF DIGNITY BOARD MEETING APRIL 24, 2025

AT DIGNITY, Bryggervangen

PARTICIPANTS: Lars Udsholt, Emil Kiørboe, Anna Mette Nathan, Dea Seidenfaden, Una Marquard-Busk, Maja Lærke Kielsholm

ON TEAMS: Nomfundo Mogapi, Manfred Nowak, Lotte Leicht

ABSENT: Peter Vedel Kessing, Marie Louise Nørredam,

FROM MANAGEMENT: Rasmus Grue Christensen

GUESTS: CFO Kåre Månsson, Kasper Hammerskov & Søren Alexander, PwC at pt. 7. Head of Clinic Nikolai Cerisier Roitmann, and Head of Clinic Research Linda Nordin at pt. 8.

REFERENT: Mette Grimstrup

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### **1. Approval of agenda of board meeting, April 24, 2025**

The agenda was approved with minor changes. Lars Udsholt (LU) chaired the meeting and bid welcome to Una Marquard-Busk and Maja Lærke Kielsholm, staff representatives and new members of the board. He noted that this was Dea Seidenfaden's last board meeting, as her last term ends in May 2025. Dea was celebrated at the board seminar in January.

It was also noted that Peter Vedel Kessing has joined the board, appointed by the Danish Institute for Human Rights. He was not able to participate in this meeting but will be present at the next board meeting in June.

### **2. Welcome round**

All participants introduced themselves.

### **3. Orientation from the Chairperson**

LU noted that he would report shortly from the annual CEO development interview later.

### **4. Chairperson election**

Lars Udsholt was elected Chairperson, and the outgoing chair, Dea Seidenfaden, was thanked for her many years of commitment to DIGNITY. Lotte Leicht was appointed Deputy Chairperson.

### **5. Orientation from the CEO**

Rasmus Grue Christensen (RGC) described the current situation as somewhat paradoxical: political and financial challenges and uncertainty globally, yet DIGNITY remains relatively stable, at least in the short term. Most programs are in place for the next 4–5 years, and we are in dialogue with donors on possible new programs. However, several partners are still affected by reduced funding. Generally, we have also had to lower our growth and donor diversification ambitions in the international field. Keeping status quo is ambitious enough, given the circumstances.

In Denmark, efforts are underway to reach more patients in Region Zealand and further develop our clinical practices.

The board thanked for the overview and considered the bigger picture: How is the anti-torture agenda and human rights movement affected globally and how does DIGNITY position itself? Board members also inquired whether DIGNITY was able to help partners affected by the funding freeze managing the cutbacks and finding new funds?

RGC noted that finding new funds in a situation where the whole sector has been cut back with app. 35% was unfortunately rather impossible. When cutbacks only affected certain agendas, as during the earlier Trump administration, it was easier for other donors to fill the gap.

The board agreed that a planned discussion of global developments and DIGNITY's positioning should be put on the agenda for a coming board meeting.

## **6. Disposition in the EC**

Projects above 4 mio. DKK approved by the Executive Committee (EC):

The EC has been informed of a possible project in Syria with focus on MHPSS, accountability and strengthening civil society and approved a concept note with a preliminary budget of more than 10 mio. DKK. It has not been approved yet, but we are in early dialogue with possible donors.

## **7. Approval of annual accounts and review of audit**

CFO Kåre Månsson (KM) presented the annual report. There are no major surprises. Revenue has risen again, to DKK 244 million. However, part of this is attributable to the DAPP consortium and is therefore not part of DIGNITY's direct funds. The positive annual results since 2022 have also contributed to increasing DIGNITY's liquidity, so that this is no longer a point of concern as it was previously. The surplus is stable at 8-10% of revenue, with a slight increase in administrative costs in 2024 due to GDPR efforts, strengthened digital security etc.

The auditors presented the Auditor's report, which was also very satisfactory, with positive comments on the finance department's efficiency and collaboration.

The board thanked for the presentations and had a few follow-up questions, including whether concerns from the last years had been addressed. The auditors confirmed that they see gradual improvements every year.

The board also shortly discussed the role of the board's new financial advisor, Peter Tholstrup. He participated in the Executive Committee's preparatory meeting and will assist the board in overall strategic financial issues. It was agreed that he should meet the board at a later board meeting.

The board approved the annual accounts.

## **8. Status from the Rehabilitation Clinic**

Nikolai Cerisier Roitmann, director of DIGNITY's Rehabilitation Clinic, and Linda Nordin, head of research, presented the status from the clinic, including some of the newest results from the Danish Trauma Database (DTD), and a presentation of the clinic's advisory board which was established in 2023.

The board was impressed with the presented research, acknowledging the great work behind these first results – the systematic build-up of the database, the collaboration with the other clinics in Denmark, and the co-work with the clinic – creating unique and solid data in a complex area where knowledge and research is very scarce.

Concerning the advisory board, the board was also very interested in the learnings from the last few years and appreciated the effort to make voices of beneficiaries heard. It was confirmed that the advisory board had a very meaningful function for both the clinic and the advisory board members themselves, strengthening the clinic's treatment initiatives and empowering the board members as not only receivers of care but also valuable contributors.

As both boards had expressed an interest in meeting each other, it was agreed that a meeting with the advisory board should be arranged.

## **9. AOB**

Nothing to report.

## **10. Board's 15 min (closed item)**

Closed point. The board was presented with feedback from the CEO development interview.