



**Thymos**  
Sports Foundation  
Wageningen University

# SWU Thymos Policy 2024



"SWUThyPo"

Board 2023 - 2024

## Preface

You are in Giethoorn, a picturesque village in the Netherlands. The beautiful bridges over the small ditches, which function as roads in this iconic town, have caught your attention. The bridges are steep and tall. You want to know more about them, and you decide to rent a canoe. This canoe helps you to watch these structures from below. It is a cold October day, and you step into the canoe. Because it is October, there are not many tourists bothering you. You look at the bridges, however you lose interest in them. Your interest switches to something more exciting: speed! You noticed that you are fast in this canoe! Nothing can stop you and you go on. You keep going faster and faster and soon you have left the small village of Giethoorn. Without you noticing multiple hours have passed and it has become dark. In the dark you arrive in Wageningen. A small, but pretty city. Somehow you have reached Sports Centre de Bongerd in your canoe. You are thinking about your trip you have made, and you ask yourself the question: how am I going to return this rental canoe? You are too tired to canoe the long way back. That is when you see the solution! A bus. A bus can take you back to Giethoorn. You go to the bus, however, when you are getting closer you see that the bus is stuck in a patch of sand. This looks like the desert! The bus driver is standing next to the bus, and he looks down. Now you are both stuck in this desert together. With the canoe on your shoulders, you go to the bus driver, and he looks at you and says: 'SWUThyPo', which is an abbreviation. You also do not have the energy left to communicate in complete sentences and you start to use abbreviations efficiently. Together you noticed that speaking efficiently gives you both the energy to come up with a plan to solve both of your problems. You strap the canoe and bus together with a rope and some tight knots. The two of you get in the canoe and with the strength the abbreviations gave you paddle so fast that the bus is pulled from the sand desert. When the bus is freed, the bus driver gives you a ride back to Giethoorn, where the canoe is returned without damages.

The moral of this story is that together you can do wonderful things, even if it looks like you are not with a lot of people. This moral applies to the SWU Thymos board of '23-'24 because the board consists of only 3 (fulltime) board members, instead of the usual 6. Even though we are with half the number of people we were supposed to be with, I know we are going to do great things! During our policy week, we stayed in Giethoorn to get out of the office and stimulate ourselves to get some fresh ideas. During this week we enjoyed Giethoorn's beautiful views by walking and canoeing. One evening, we receive a photo of a bus, stuck in the beach volleyball field on the parking lot of de Bongerd. There was no context, which made the picture even more funny. During this week away we used many abbreviations, just for fun. It became a running joke, which is why our policy is called: 'SWUThyPo', which is an abbreviation for SWU Thymos Policy.

In 2024, we as a board want to focus on increasing integration between boards of student sports associations (SSAs) and the SWU Thymos board, increasing internationalisation, increasing social safety, and improving brand awareness. We will also investigate the possibility for SWU Thymos to receive a higher financial contribution from WUR in the future. We will ask the activity committee to help us with organising small events and setting up the SWU Thymos Internal Competition (TIC). We are looking forward to a year filled with fun activities and sports, which will bring us new experiences and knowledge. We will do our best to pass on our hard work and excitement to the next SWU Thymos board!

On behalf of the SWU Thymos board '23-'24,  
Floor Venemans  
Secretary/Vice-Chair

## Abbreviations

AID	Annual Introduction Days
BED	Board Education Days
BotA	Battle of the Associations
CCP	Confidential Contact Person
Com. Sport	Commissioner of Sports
CS	Coordinator of Sports
CvA	College van Advies (Board of Advice)
EDS	Extended Daytime Schedule
ESA	Education and Student Affairs
FAQ	Frequently Asked Questions
FOS	Financiële Ondersteuning Studenten (Financial Support for Students)
GDPR	General Data Protection Regulation
GM	General Meeting
GNSK	Groot Nederlands Studenten Kampioenschap (Great Dutch Student Championships)
KCC	Kas Controle Commissie (Financial Control Committee)
LSVB	Landelijke Studenten Vakbond (National Student Union)
NOC*NSF	Nederlands Olympisch Comité en Nederlandse Sport Federatie (Dutch: Olympic Committee and Dutch Sports Federation)
NSK	Nederlands Studenten Kampioenschap (Dutch Student Championships)
OSSO	Overkoeplende Studenten Sport Organisatie (Umbrella Student Sports Organisation)
SCB	Sports Centre de Bongerd
SLW	Sportstichting Landbouwhogeschool Wageningen (Foundation Agricultural Highschool Wageningen)
SSA	Student Sport Association
SSCM	Student Sports Council Meeting
SSN	Studenten Sport Nederland (Student Sports the Netherlands)
StuWi	Studenten Wintersport (Student wintersport)
SWUThyPo	SWU Thymos Policy
TIC	Thymos Internal Competition
VOG	Verklaring Omtrent het Gedrag (Declaration of Behaviour)
WUR	Wageningen University and Research

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## Introduction

This is the policy of SWU Thymos 2024, called 'SWUThyPo'. This is an abbreviation of SWU Thymos Policy. This policy will function as guideline to the board of Sports Foundation Wageningen University Thymos (SWU Thymos). This policy will be implemented in 2024, first by the board of 2023-2024, and will then be continued by the board of 2024-2025.

This policy consists of two parts: the annual policy and the structural policy. The structural policy contains the fixed tasks that the board of SWU Thymos conducts every year. On the other hand, the annual policy describes the goals of a specific board and the subjects they want to focus on, specifically in that year.

Attached to this policy is a list of action points for 2024. This list describes what action points will be conducted and by whom. The actions points are used to reach the boards goals of the annual policy.

## Annual policy

The SWU Thymos board 2023-2024 focuses on the things they find most important to achieve during this year when writing the annual policy. The annual policy will differ year by year and will be characteristic for a board year. In this academic year, the board consists of just three board members, instead of the usual six board members. A committee of activities, consisting of former SWU Thymos board members, will support the current board with organising the SWU Thymos Internal Competitions (TICs), experiences and events.

We have chosen not to write an extensive multiple year plan. Because we believe that the values and focus points of SWU Thymos change with every new board. However, there are of course topics that are transferred to the next board. That is why we made a list of topics that we believe are multiple year plans, but are open for every board to carry out how they want.

## Summary

### **1. The operating of the board with three members and a committee of activities**

Just like last academic year, not all positions in the SWU Thymos board are filled. The three core functions of Chair, Secretary and Treasurer are taken up by the three board members. The tasks of the functions Commissioner of Sports and Commissioner of Publicity are divided over the three board members. Because the SWU Thymos board consist of less than 6 people we will look critically at the upcoming activities, and some activities could be taken out of the event planning in busy periods. In 2019 an emergency plan was drawn up that can be used in the event less than 6 suitable applicants apply. The SWU Thymos board of '23-'24 wants to check if this plan is still up to date, because now there is more experience with a smaller board.

### **2. Board transfer and finding new board members**

It is important that a careful and proper transfer from the old to the new board will take place, to ensure the continuation of the policy of SWU Thymos in the future. To prepare our successors for when they start to write their own policy, the SWU Thymos board '23-'24 wants to document what of our policy became reality. Also, we find it very important that new board members get to know the old board in an informal setting in order to lower the bar to come to us for help or advice. If the new board consist of less than 5 or 6 people, we want to give our successors the opportunity to focus on learning their basic tasks in the first 2 weeks of the academic year. And we want to take over the first round of the SWU Thymos Internal Competition (TIC). Next to that, we want to make a start with the activity calendar for period 1 of the academic year.

In January 2024, the search to new board members starts. Different techniques will be used to promote the positions: paid promotion on social media (Instagram, Facebook), posters in SCB and Forum building on campus, narrowcasting and SWU Thymos will represent itself at the VeSte board market.

### **3. Brand awareness, external communication, and representation**

SWU Thymos makes use of the social media platforms Instagram, Facebook and Linked-In for promotional purposes and to increase brand awareness. We want to increase the SWU Thymos brand awareness by reaching out to external parties, such as the Resource and MyWURtoday. Additionally, the SWU Thymos board tries to become part of the general introductory email, which is sent out by WUR to all first-year students at the beginning of the new academic year. If SWU Thymos becomes part of the introductory email a link to the Sports Guide can be added.

The SWU Thymos board '23-'24 had an intern investigating the difference between the image and identity of SWU Thymos. This research resulted in advice for the SWU Thymos board to make the difference between the image and identity as small as possible, which will also increase the brand awareness of SWU Thymos.

To communicate our activities and events we want to post a monthly calendar on our Instagram. Another option to reach more people about SWU Thymos events is using the MyWURToday application.

To avoid confusion at SSAs and independent athletes about the sports rights protocol, the SWU Thymos board of '23-'24 is planning to make a frequently asked questions (FAQ) document to communicate the sports right protocol.

To promote the awareness of the relation between Student Sport Associations (SSAs) and SWU Thymos, the SWU Thymos board '23-'24 wants to continue with the 'Athlete of the Month' post: every month a picture and a personal story of a WUR-student who is a member of a SSA was posted on our social media.

#### **4. Student Sport Associations (SSAs)**

For the continuation of SWU Thymos, good contact with SSA boards is crucial. The SWU Thymos board of '23-'24 wants to increase the personal contact with SSAs this year by being present at as many SSA constitution drinks as possible. The SWU Thymos board also wants to join as many SSA trainings as possible.

The SWU Thymos board of '23-'24 wants to stimulate integration between SSAs. The Board Education Days (BED) are also a great opportunity for SSA boards to get to know each other. Next to the BED, the SWU Thymos board of '23-'24 also wants to organise another event for SSA boards. This event is more informal than the BED, so a bit more focussed on getting to know other SSA boards and SWU Thymos instead of learning new skills.

Communication between the SWU Thymos board and SSA boards is important. The SWU Thymos board of '23-'24 wants to review the SSA Drive and update the documents when necessary.

#### **5. Independent athletes**

SWU Thymos represents the interests of all sporting students in Wageningen, also the independent athletes. Independent athletes have asked for more beginner lessons. All sports lessons are already available for beginners. To clarify this, the SWU Thymos board of '23-'24 wants to request to change the lesson description on SCB website and app. Another plan to stimulate independent athletes is to address SCB to offer more courses.

#### **6. SWU Thymos Internal Competition (TIC)**

The SWU Thymos board of '23-'24 wants to continue individual registrations for the SWU Thymos Internal Competition (TIC). The board will also focus more on promotion for the TIC. A recurring problem during the TIC are the knots that break often and need to be fixed continuously. The SWU Thymos board of '23-'24 wants to promote the sale of these knots, so more people know about the possibility to buy their own knots.

The SWU Thymos board of '23-'24 wants to start with organising a team captain meeting before the TIC starts. We want to discuss how to deal with a match and offences without a referee, keeping the changing room clean and how the teams and supporters should behave during and after a game.

#### **7. SWU Thymos events**

It is important that dates for SWU Thymos events are set and communicated with the SSAs as early as possible. The SWU Thymos board of '23-'24 will set dates for activities in the first period of the academic year 2024-2025.

#### **8. Finances**

The SWU Thymos equity is already in the range advised by WUR, however the SWU Thymos board '23-'24 still had to budget a loss of €3.000 because of inflation and the growth of SSAs. For now this

budgeted loss will not put SWU Thymos below the lower range advised by WUR. The inflation and growth of SSAs can be used as arguments to show WUR SWU Thymos requires more money.

The SWU Thymos board '23-'24 wants to adjust and improve the professionalisation subsidy. With these adjustments we want to stimulate SSA (boards) to integrate with each other and be more professional. The SWU Thymos board of '23-'24 also wants to be stricter with giving individual subsidies. The SWU Thymos board of '23-'24 wants to look into the possibilities for SSAs to apply multiple times per year for the training at external locations subsidy.

## **9. Internationalisation**

The SWU Thymos board of '23-'24 will not continue the translation plan. If a lot of international students apply for the board '24-'25, we will take a final sprint and still finish the translation plan at the end of academic year '23-'24.

## **10. Sustainability**

The SWU Thymos board '23-'24 will print less compared to previous years and will look into the possibilities to order smaller SSA flyers, for which less paper is used. The board is also going to experiment with new, more sustainable, paper for the SSA folders. During the AID, flyering is not allowed anymore. So, the SWU Thymos board of '23-'24 wants to make QR codes for the SSA folders. The SWU Thymos board want to convince the AID board that the Sports Guide is not a flyer, so that the Sports Guide still can be printed.

Some SSAs have used materials that are not good enough for trainings or matches anymore but can still be used. The SWU Thymos board '23-'24 wants to stimulate those SSAs to give these materials to good causes instead of throwing them away or leaving them in the back of their storage space.

Data storage takes a lot of energy. The SWU Thymos board '23-'24 wants to focus on digital cleaning. When less data is stored, less energy is needed.

The SWU Thymos board '23-'24 wants to offer sustainable sports shirts in the WUR shop. Next to that the SWU Thymos board '23-'24 wants to stimulate the next board to order sustainable board clothing. The board of '23-'24 also wants to look into the possibilities to start using consumption coins, which can be used after the Student Sports Council Meeting, instead of the paper vouchers. Also, for the volunteers barbeque, we do not buy single use plates and cutlery and instead ask people to bring their own.

## **11. Safe and inclusive sporting climate**

Focussing on ensuring a safe sporting climate becomes increasingly important. The SWU Thymos board of '23-'24 also wants to organise a 'Month of Inclusivity and Health'. By giving tools to SSAs, hopefully SSAs investigate themselves how inclusive their sport and federation is, and in which ways they can improve the inclusivity within their SSA.

To improve the social safety, we have assigned two confidential contact persons within the SWU Thymos board. The SWU Thymos board of '23-'24 also has given SSAs the opportunity to have their own confidential contact person.

The SWU Thymos board '23-'24 continues the plan, started by the board of '22-'23, to research and investigate the need for gender neutral changing rooms and what they would look like.

The SWU Thymos board '23-'24 notices that it is hard to come up with things that would improve the safety in and around SCB, because we all do feel safe. So, we cannot decide for others where they do not feel safe. To fill this knowledge gap, we can ask questions about safety in the SCB-Thymos questionnaire (which was already included in previous SCB-Thymos questionnaires). Or organise a walk-in session where people can talk about their experiences.

## **12. Emergency protocol**

Multiple SSAs have indicated that they would like to have members or trainers with a first aid certificate present during each training. Unfortunately, SWU Thymos is unable to subsidise first aid courses for all SSAs. Instead, there is a safety protocol of SCB. The SWU Thymos board of '23-'24 wants to check if the current protocol is still correct and want to reshape it in an emergency protocol.

## **13. Alternative sports plan**

When SCB must close due to restrictions or pandemics for example, multiple options are available for the rental of sports materials and online sports lessons, so that students will be stimulated to keep exercising.

## **14. List of multiple year plans**

- Increase the brand awareness of SWU Thymos (3.1 Brand awareness).
- Increase the contribution from WUR (8.1 SWU Thymos own equity).
- Make the SWU Thymos board positions accessible for non-Dutch speaking students (9. Internationalisation).
- Make printed materials (posters, flyers etc.) more sustainable by using more sustainable materials and to print as less as possible (10.1 Sustainable printing policy).
- Give SSAs the opportunity to have their own CCP (11.2 Confidential Contact Person).
- Increase the inclusivity at Sports Centre de Bongerd by offering gender neutral changing rooms/toilets as an addition to the men's and women's changing rooms/toilets (11.3 Changing rooms and toilets).

## 1. The operating of the board with three board members and a committee of activities

Just like last academic year, not all positions in the SWU Thymos board are filled. The three core functions of Chair, Secretary and Treasurer are taken up by the three board members. Remaining tasks from the Commissioners of Sports and the Commissioner of Publicity are divided over the three board members and the activity committee. This way, as many activities as possible can still go through, while equally dividing the workload. This year, we are striving to carry out this working structure as efficiently as possible. We want to achieve this by planning a meeting with the activity committee at the start of the year, in which we voice mutual expectations, and make a clear task division. To ensure smooth communication between the SWU Thymos board and the activity committee, we will plan several meetings throughout the year, to keep up to date with everyone's tasks.

Next to that, we will look critically at the upcoming activities, and some activities could be taken out of the event planning in busy periods. Besides that, the board strives to put together well organised activities. That is why the board will choose to cancel smaller activities or lectures that do not attract as many visitors. The SWU Thymos board will also create committees more often to organise events. A committee can lower the workload for the board.

In 2019 an emergency plan was drawn up that can be used in the event less than 6 suitable applicants apply. The SWU Thymos board of '23-'24 wants to check if this plan is still up to date, because now there is more experience with a smaller board.

## 2. Board transfer and finding new board members

### 2.1 Board transfer

It is very important that a careful and proper transfer from the old to the new board will take place, to ensure the continuation of the policy of SWU Thymos in the future. To achieve this, it is important to start introducing the succeeding board on time to their future daily tasks and this year's SWU Thymos policy. To make the new SWU Thymos board familiar with its policy, a policy meeting will be planned by the board of '23-'24 in September. It is important that current affairs are documented extensively and written down in the concerning script throughout the year. These scripts should be sent out as soon as possible after accepting the succeeding board, preferably at the start of the summer holidays before the start of the new academic year, so that new board members can already read up on their tasks before their board year begins.

Next to that, the current board wants to prepare the succeeding board for their daily tasks in the office. This will be achieved by letting the succeeding board members join the old board for a day in the office, in which they will participate in daily tasks and in a function-specific activity such as creating the News Mail, approve subsidy requests and being present at one of the general assemblies of SSN. This day can be planned during or before the summer holiday. Difficult tasks can be more explained by creating step by step plans. In this way, they will get a better understanding of the daily tasks of each board member, and they will feel better prepared for their board year at SWU Thymos. To make the transition even smoother, we also plan to make a to-do list for our successors for the first 2 weeks.

Additionally, we find it particularly important that new board members get to know the old board in an informal setting to lower the bar to come to us for help or advice. This will be achieved by organising social activities at the beginning of the new academic year with the new board, both before and after the board change weekend. Furthermore, we find it very important that clear communication takes

place between the old and the new board, in order for the transfer phase to go as smoothly as possible. During the first weeks, we will investigate if the new board would like the possibility to ask us questions in person on a regular basis. We can, for example, walk by the office once a week in the first couple of months to answer questions on the spot.

It is important that during the summer the old board keeps communicating with each other and the new board. Because during the holidays the SWU Thymos board is not fulltime present in the office. During the Annual Introduction Days (AID) it is expected that both the new and old board are present. This needs to be communicated in time.

Furthermore, we experienced that especially the first 2 weeks of the year can be a bit chaotic. During this period, the first round of the TIC starts. We really appreciated that the activity committee (which largely consist of 2022-2023 board members) took over the first TIC. This gave us the opportunity to focus on learning our basic tasks. If the new board consist of less than 5 or 6 people we also want to take over the first TIC at the beginning of the year to give or successors the same opportunity of learning their tasks. Next to that, we want to make a start with the activity calendar for period 1 of the academic year. In the beginning period 1 the first experience is planned, and the new board is not able to start organising this experience, because of the summer holiday. So, we also want to make a start for organising this first experience.

Finally, to prepare our successors for when they start to write their own policy, we want to document what of our policy became reality. This will an overview of what we did in our board year. The new board can then decide if they want to keep some ideas we had, but not executed.

## 2.2 Finding new board members

In January 2024, the search for new board members starts. Different techniques will be used to promote the positions: paid promotion on social media (Instagram, Facebook), posters in SCB and the Forum building on campus, narrowcasting and SWU Thymos will represent itself at the VeSte board market. Also, a Board Interest Drink and Lunch will be organised. The promotion material will be repeated during the coming months to reach as many people as possible, because not everyone who might be interested in doing a board year realises it at the same time. Some are already thinking about what they are going to do after the summer in January, other might start thinking about it in June.

To promote doing a board year at SWU Thymos the board of '23-'24 wants to make Instagram stories to show the daily life of a SWU Thymos board member. The goal of these stories is to show how much fun a board year is.

In case of less than 6 suitable people apply for the full-time positions in the board, the SWU Thymos board of '23-'24 wants to look into the possibilities to open up the board for part-time positions. More people might be open to do a part-time board, compared to a full-time board.

## 3. Brand awareness, external communication, and representation

### 3.1 Brand awareness

SWU Thymos makes use of the social media platforms Instagram, Facebook and Linked-In for promotional purposes and to increase brand awareness. Mainly, Instagram and Facebook (both the SWU Thymos page as well as Wageningen Student Plaza), are important for reaching students. The SWU Thymos board '22-'23 created more unity in the posts on social media, which was done by using fixed formats and making use of theme-specific frames. By means of these formats, a feed was created

which is aesthetically more appealing, but also easier to navigate and more coherent. The SWU Thymos board '23-'24 wants to continue this plan, because the social media pages look well.

The SWU Thymos boards of '19-'20 and '21-'22 have been experimenting with paid promotion on social media. The SWU Thymos board '22-'23 used paid promotion for recruiting new board members, both for the SWU Thymos board of '22-'23 as well as for the SWU Thymos board of '23-'24, and for promoting events and experiences. Next to that, we will further build on the plan the SWU Thymos board of '21-'22 created: they made an overview of the costs and applications of paid promotion.

To represent the interests of sporting students and to ensure the continuation of SWU Thymos, it is important that SWU Thymos is well known among (sporting) students. From the SCB-Thymos questionnaire of 2022 could be concluded that many students either did not know of the existence of SWU Thymos yet or did not have a clear image of what SWU Thymos does. Last year, steps have been taken to increase the brand awareness of SWU Thymos, by showing the daily tasks of the board on Instagram, by increasing the accessibility of the SWU Thymos office, and by creating an introductory post at the start of each academic year on Instagram and Facebook. We want to continue these steps to a greater brand awareness by reaching out to external parties, such as the Resource and MyWURtoday. We hope to increase our reach to students who are not yet familiar with SWU Thymos, and thus do not follow us on social media yet.

Furthermore, we are going to make sure that every following activity or experience organised by SWU Thymos will carry the name of SWU Thymos. As a result, we hope that in the long term the activities that SWU Thymos organises will be associated with SWU Thymos more quickly.

Additionally, the SWU Thymos board tries to become part of the general introductory email, which is sent out by WUR to all first-year students at the beginning of the new academic year. This would result in first years being more familiar with SWU Thymos earlier in the year. The sports guide can also be included in this email to get the new students familiar with the broad range of sports SCB offers. The board wants to investigate the possibilities of adding an introduction story of SWU Thymos to this information email, and whether there are any costs involved.

The board of '23-'24 has a part time extra board member. The other half of her time she spends working on her internship goals and her research. The research is about the image and identity of SWU Thymos. The image of SWU Thymos is the view others have of SWU Thymos. The identity is what we as the board think SWU Thymos is. Members of SSAs were asked about the image of SWU Thymos and (former) board members were asked what the identity of SWU Thymos is. In an ideal situation the image and identity are the same. However, this is probably not the case. The SWU Thymos board of '23-'24 will also be advised on how to make the difference in image and identity as small as possible. Making this difference smaller will increase the brand awareness.

### 3.2 External communication

To communicate our activities and events we want to post a monthly calendar on our Instagram. This post can be done on the first day of every month. With this post we want to communicate our activities more clearly. We think that this post is a good addition to the annual event calendar which is posted on the website. Instagram is accessible for a lot of people, because it can be opened directly on your phone. This monthly calendar post can be made into a poster and can be hang in the hallway of SCB. Also, a monthly post splits the annual event calendar in little pieces, which makes it more readable and memorable. Other social media accounts can be asked to promote SWU Thymos activities. For example,

@wurwellbeing on Instagram can be asked to promote SWU Thymos lectures that support their goal. The SWU Thymos News Mail will also be used to communicate events and experiences. Instagram can also be used to make Reels. Reels are more informal and can make the board look more approachable. Also more day to day SWU Thymos board life can be posted on Instagram Reels, compared to a normal post.

Another option to reach more people about SWU Thymos events is using the MyWURToday application. This is an application of WUR which is mainly used for communicating course schedules and important messages. We can use this app by giving push notifications to its users. These notifications can be about big events or finding new board members. Also, the SWU Thymos website can be found under the heading "Student Life and Housing."

To avoid confusion at SSAs and independent athletes about the sports rights protocol, the SWU Thymos board of '23-'24 is planning to make a frequently asked questions (FAQ) document to communicate the sports right protocol. This lowers the number of emails we will get about how the sport rights work. This protocol can be shared via the SSA drive and new mail and the SWU Thymos website. Before sharing the sports rights FAQ, it has to be checked by Henk Arts.

### 3.3 Representation

To promote the awareness of the relation between SSAs and SWU Thymos, the SWU Thymos board '22-'23 experimented with an "Athlete of the Month" post: every month a picture and a personal story of a WUR-student who is a member of a SSA was posted on our social media. These stories will be about why the athlete participated in a certain sport and what their experience is with playing this sport at their SSA. With the "Athlete of the Month" post, we want to create a space for SSAs to show their SSA to the outside world in a personal manner, and thus lower the bar for students to try out new sports. Additionally, we want to highlight the broad range of sports that the SSAs offer. The SWU Thymos board '23-'24 noticed during the first month that it can be hard to find an athlete of the month. During a Student Sports Council Meeting (SSCM) the athlete of the month post can be explained to make SSA boards more aware of what the post is all about.

Lastly, in 2020, a plan was made to offer sustainable sports clothes in the WUR-shop. This plan was not executed due to the long-lasting closure of the WUR-shop due to the corona restrictions at the time. The SWU Thymos boards of '21-'22 and '22-'23 have looked into options to continue this plan. The board of '22-'23 introduced the SWU Thymos socks and looked in the possibilities to present them in the WUR-shop. The board of '23-'24 is planning to see if there are possibilities to present the socks at the front desk of SCB (and thus not the WUR-shop) with a sign that mentions that the socks are available at our office. A step further would be that people can buy the socks at the desk. Next to that, we do not only want to present the SWU Thymos socks in SCB, but also use them as prize for the winner of a SWU Thymos event or tournament. The SWU Thymos board '23-'24 wants to start looking again into the possibilities to offer sustainable sports clothing in the WUR-shop. After the corona pandemic the WUR-shop exists only online. For example, we want for example offer SWU Thymos sports shirts made of sustainable materials. The WUR logo can be on the front and the SWU Thymos logo on the sleeve. We do not want to have to SWU Thymos logo on the back of the shirt, because it would resemble the board and volunteer shirts too much. When more people wear the SWU Thymos logo, people will recognise it sooner and the brand awareness increases.

### 3.4 SCB Thymos questionnaire

This academic year a new SCB - Thymos questionnaire will be sent out to everyone who is connected to Sports Centre de Bongerd. This questionnaire is sent out every two years and the goal is to find out what people think about SCB and SWU Thymos and what they think can be improved. We have never filled in this questionnaire, so we were wondering how well it was distributed the last years. So, we think more people can be reached to fill in the questionnaire. To reach more people the SWU Thymos News Mail, Instagram and WhatsApp can be used. For example, in the group chat 'SSAs from Wageningen' the link of the questionnaire can be shared. In this group chat all secretaries and some chairs of all the Student Sport Associations (SSA) in Wageningen are part of this chat. The secretaries of the SSAs can be asked to share the link with their members.

## 4. Student Sport Associations (SSAs)

For the continuation of SWU Thymos, good contact with SSA boards is crucial. Good contact ensures that SSA boards will more easily step to SWU Thymos for help, they will be better informed about all financial aid that we can offer, and it might become easier to find board and committee members for SWU Thymos in the future. We want to increase the personal contact with SSAs this year by being present at as many SSA constitution drinks as possible. Visiting constitution drinks are a requirement for the professionalisation subsidy this year, which makes them the perfect informal location for SSA boards to meet each other, as well as for SSA boards to meet the SWU Thymos board. Another part of the professionalisation subsidy with as goal to integrate SSA boards is to stimulate them to have trainings together. This can first be just an exchange between board members and then an exchange between association members. The SWU Thymos board also want to integrate with the SSA boards by joining practices. Just as the constitution drinks, the SWU Thymos board wants to join as many SSA trainings as possible.

Another way to stimulate integration between SSA boards are the Board Education Days (BED). During these days the SWU Thymos board organises workshops for SSA board to learn how they can improve their board skills. The Board Education Days are also a great opportunity for SSA boards to get to know each other. Next to the BED, the SWU Thymos board of '23-'24 also wants to organise another event for SSA boards. This event is more informal than the BED, so a bit more focussed on getting to know other SSA boards and SWU Thymos instead of learning new skills.

Communication between the SWU Thymos board and SSA boards is important. Many SWU Thymos documents are shared with SSAs using a folder in Google Drive, named the SSA Drive. Many documents on this drive are not up to date and the existence or purpose is not always known at SSA boards. The SWU Thymos board of '23-'24 wants to review the SSA Drive and update the documents when necessary. We also want to add the link to the SSA News Mail every month. This way the SSA boards are reminded of the drive every month and they always know where to find it.

## 5. Independent athletes

SWU Thymos represents the interests of all sporting students in Wageningen, also the independent athletes. From the SCB-Thymos questionnaire from 2022 was concluded that there is a demand for more real beginners lessons for independent athletes. Planning more beginner specific lessons is not possible since space at SCB is already limited. Also, almost all sports lessons are already available for beginners. To clarify this, the SWU Thymos board of '23-'24 wants to request to change the lesson description on the SCB website and app. The description could start with: "exercises are adjustable depending on your fitness level. So, this class is suitable for both beginners and advanced athletes."

Another plan to stimulate independent athletes is to address SCB to offer more courses. The current courses are popular and are meant for beginners because you learn the basics of a new sport in a couple of weeks. The schedule of SCB is already quite full, so this plan might not be the most feasible.

The SWU Thymos board of '22-'23 thought of creating a WhatsApp hiking group. The aim for this group was to create an accessible platform for independent beginner athletes to start hiking with a group of like-minded people. This plan was not executed since SCB could not guarantee the safety of the hikers when they are not on SCB property.

Also, the SWU Thymos board of '22-'23 did not continue with the buddy system, because they were only with three board members. The SWU Thymos board of '23-'24 will also not continue with the buddy system, also because of a shortage of board members.

## 6. SWU Thymos Internal Competition (TIC)

Last year, individual registrations for TICs were introduced. After evaluation of this new system, The SWU Thymos board of '22-'23 has reached the conclusion that it is valuable to maintain this, because this creates the opportunity for individual athletes to join the TIC. This year, the SWU Thymos board of '23-'24 wants to continue what was started last year: we will not only continue the individual registrations for TIC, but also focus on making more promotion. During this promotion, we will focus especially on the possibility to register with two or three people, to encourage individual athletes that have gathered some friends they want to play with but cannot form a full team. This will make the TIC more accessible.

A recurring problem during the TIC is the knots that break often and need to be fixed continuously. In 2020 and 2022, new knots were bought, but these also break quite easily. In 2021, a rental system was made, but this was not continued because it would make the knotsball TIC less accessible to join. The SWU Thymos board '21-'22 has looked into the opportunities of investigating when a knot breaks and which team is responsible. The SWU Thymos board '22-'23 is of opinion that this method is too inaccurate and takes up too much time. The board of '22-'23 also experimented with stronger glue or kit, to see whether the knots will break less easy. Additionally, they continued the promotion for the sale of knots by SWU Thymos. The SWU Thymos board of '23-'24 will continue to glue the knots, because we think we have good glue now. We want to stimulate people to buy their own knots which will result in less people playing with the SWU Thymos knots. Less people playing with them will of course also lower the amount of broken knots. The SWU Thymos board of '23-'24 wants to promote the sale of these knots, so more people know about the possibility to buy their own knots. Promotion can be done via Instagram or during the team captain meeting, which is organised at the beginning of a TIC round.

The activity committee helped the SWU Thymos board of '22-'23 with the organisation of the TICs. The board of '22-'23 took over the TIC in period 1 of the academic year for the SWU Thymos board of '23-'24. We experienced this very positively, because we could focus on learning and getting to know our own tasks and position first. If the SWU Thymos board of '24-'25 also consists of less than 6 or 5 members. The board of '23-'24 is planning to be responsible for the first TIC round in the coming academic year to give our successors the same opportunity that we had to learn their new board position without extra TIC work. Also, the activity committee will again be asked to help with organising the TICs. The activity committee makes the schedules for the TIC and will organise smaller activities.

From the SCB-Thymos questionnaire could be concluded that about half of all TIC participants would be open to participating in TIC during the day. The teams can also indicate during registrations whether they are available during the day. In previous years, the SWU Thymos board has not experimented with this. The SWU Thymos board of '23-'24 has decided not to start experimenting with TICs during the day. Just as the previous board, we do not have enough time and board members to experiment with this. Next to that, we do not think planning TIC matches during the day is a reachable goal. Because of the always changing university schedule of students: every period, or even every week schedules can differ. Also, in a team not everyone has the same schedule. So, finding enough people to play during the day can be hard. Also, when matches are played during the day, some people can (almost) never join. When they have for example a course with mandatory activities during the day (lab work, excursions, groupwork).

The SWU Thymos board of '23-'24 wants to start with organising a team captain meeting before the TIC round starts. During this meeting we want to talk about rules and behaviour during the TIC, because we have experienced that not every team behaves accordingly. We want to discuss how to deal with a match and offences without a referee, keeping the changing room clean and how the teams and supporters should behave during and after a game. When team do not behave according to the rules, they can get kicked out of the TIC. The meeting is mandatory to attend for at least one person of every team, preferably the team captain.

## 7. SWU Thymos events

It is important that dates for SWU Thymos events are set and communicated with the SSAs as early as possible. Especially the events for which rooms and halls in SCB need to be reserved. This is important to prevent possible conflicts with match days. This will be achieved by putting the event calendar on the SWU Thymos website, and by communicating this clearly to the SSAs. The SWU Thymos board makes sure not to plan events on the same days, so that not always the same SSA has to cancel their training.

At the end of the academic year '22-'23, the SWU Thymos board of '22-'23 discussed the dates of the first activities in new academic year with the new board. The SWU Thymos board of '23-'24 was then already able to upload the first part of the events calendar on the website and later expand this themselves. The SWU Thymos board of '23-'24 experienced this very pleasantly and is planning to do the same for the board of '24-'25. We will set dates for activities in the first period of the academic year and already make a start on the first experience, because the new board is not able to start organising in time for this experience.

## 8. Finances

### 8.1 SWU Thymos own equity

For a couple of years, WUR does not like the fact SWU Thymos has a large financial reserve. This is partially due to some subsidies not being used in previous years. Our current equity is already in the range advised by WUR, however the SWU Thymos board '23-'24 still had to budget a loss of €3.000 because of inflation and the growth of SSAs. For now this budgeted loss will not put SWU Thymos below the lower range advised by WUR. The inflation and growth of SSAs can be used as arguments to show WUR SWU Thymos requires more money. Also, the argument can be made that W.S.R. Argo does not receive the amount of money they are entitled to from SWU Thymos. These will be addressed in conversations with Rutger Kroes, our contact person at WUR.

## 8.2 Clothing subsidy

The clothing subsidy used to be one amount, which was valid for three years. This caused a large disbalance in the clearance, so the SWU Thymos board '22-'23 switched the clothing subsidy to a one year period. 2024 will be an overlap year. It is the first year of the yearly subsidy, but also the last year of the three-year clothing subsidy. SSAs can use the amount of clothing subsidy that is still left from the three-year period, or they can use their yearly subsidy, depending on the highest amount.

## 8.3 Professionalisation subsidy

The SWU Thymos board '23-'24 wants to adjust and improve the professionalisation subsidy. With these adjustments we want to stimulate SSA (boards) to integrate with each other and become more professional.

## 8.4 Individual subsidy

This year we also want to be stricter with giving individual subsidies. Often SSAs request this subsidy for their members. To ensure the subsidy does end up at the individual athlete and not in the SSAs bank account, we wanted to change the subsidy so that SSAs cannot request it anymore, only individual athletes. However, this would lead to a re-organisation for some SSAs, which is not worth the amount of work. Instead, we want to add that SSAs have to add a clearance with explanation to their request. Via this clearance we can check if the individual subsidy was indeed refunded to the athletes.

## 8.5 Subsidy for training at external locations

Now SSAs can apply for the subsidy for training at external locations once per calendar year. The SWU Thymos board of '23-'24 wants to extent how often a SSA can apply for this subsidy. So, we want to look in to the possibilities for SSAs to apply multiple times per year for the training at external locations subsidy, as long as they not exceed the maximum amount of money that they can receive (€150, -). We want to change this, because some SSAs go to external locations multiple times per year and in some cases the locations are not very expensive.

## 8.6 Board declaration handbook

The SWU Thymos board of '23-'24 wants to change and adjust the board declaration handbook. It was updated in 2019 for the last time. There are some mistakes, and the amounts are not suitable anymore due to inflation. The goal of adjusting and updating the board declaration handbook is to ensure that board members spend less of their own money during their board year.

## 9. Internationalisation

In the past, steps have been taken to make it possible for international students to become a part of the SWU Thymos boards. To reach this goal, all important (function-specific and general) documents must be translated. The SWU Thymos board '21-'22 created a translation plan and started executing this plan. The SWU Thymos board '22-'23 did not have enough time to continue this translation plan, because they did not have a full board. For the same reason, the SWU Thymos board of '23-'24 will not continue the translation plan. We expect that the translation plan will continue when the SWU Thymos board consist of 5 or 6 people again. If a lot of international students apply for the board '24-'25, we will take a final sprint and still finish the translation plan at the end of academic year '23-'24.

As mentioned before, the professionalisation subsidy will be updated by the SWU Thymos board of '23-'24. We want to include more internationalisation demands in the professionalisation subsidy, such as an incline in English use; News Mail, announcements, and website in English.

A small thing that improves our internationalisation is switching our signatures at the end of our email. Instead of “met sportive groet/with sportive regards”, we want to change it to “with sportive regards/met sportive groet”.

## 10. Sustainability

Sustainability is a current issue to which the SWU Thymos board would like to pay more attention. The past year great steps were taken. For example, a transfer was made from the Rabobank to the more sustainable Triodos bank and sustainable gadgets for the AID were ordered. For the upcoming AID, the board strives to order gadgets that are both made from sustainable material as well as useful for usage in daily life. Water bottles with the SWU Thymos logo are a good example of this.

### 10.1 Sustainable printing policy

The SWU Thymos board '22-'23 followed a sustainable printing policy for printing flyers, folders, posters, and cards. For the birthday and Christmas cards, the board of '22-'23 chose to swap the old paper with plastic finish for type of paper composed of 100% agricultural waste which is also 100% compostable. The SWU Thymos board is going to continue this policy, however the sustainability of the ink used on the cards is unknown. Next to that, the board of '23-'24 will even print less than the previous board. One poster in SCB and one poster in Forum for experiences and events will be printed. Just as previous years: there will not be flyer anymore in WUR buildings as the effectiveness is very low and everyone throws away the flyers anyways. The folders of SSAs which are presented in the flyer wall near the entrance of SCB, will also be ordered in lower amounts, which ensures less folders will be wasted when new folders are ordered for an SSA. The SWU Thymos board '23-'24 is planning to look into ordering smaller flyers, so less paper is used. We are also going to experiment with new, more sustainable, paper for the SSA folders. Additionally, just as previous years, the agenda and minutes of the Student Sports Council Meeting will not be printed out anymore, but the agenda will be shown on the beamer, as well as the minutes when there are any questions about them. Also, the SWU Thymos event calendar will not be printed and can be found on the website. Lastly, (almost) all promotion for events and experiences will also be done online. Instagram, Facebook (both the SWU Thymos page as well as Wageningen Student Plaza), LinkedIn, narrowcasting, SWU Thymos mailing, SWU Thymos website and SCB website can be used for online promotion.

During the AID flyering, is not allowed anymore. Therefore, the SWU Thymos board of '23-'24 wants to make QR codes for the SSA folders. These QR codes will be presented at the SSA stand and people who are interested can scan the code with their phone. We want to convince the AID board that the Sports Guide is not a flyer, because we believe it is a summary of all sports activities in Wageningen and it really helps with the promotion of sports. The Sports Guide is also very important to SCB. When the AID board agrees, we can continue printing the Sports Guide, in lower quantities compared to last years. When the AID board does not agree, the SWU Thymos board can make a QR code to distribute the Sports Guide during the AID. Still some paper copies of the Sports Guide are needed at the front desk at SCB.

### 10.2 Recycling sports materials

Some SSAs have used materials that are not good enough for trainings or matches anymore but can still be used. SWU Thymos will stimulate those SSAs to give these materials to good causes instead of throwing them away. These good causes can for example be the Speelgoedbank or primary schools in Wageningen that are in straitened circumstances. Large materials which are not ordered by SWU Thymos will often be send back to the manufacturer by SCB for them to recycle these materials. The

SWU Thymos board of '23-'24 wants to make an overview of old materials and the state it is in. This way we want to avoid having material laying around that is not used anymore and could have a better purpose somewhere else. This might also help with creating more storage. This overview is not just about sports materials, but also clothing. When SSA boards are asked to make an inventory of their old not-in-use materials, SWU Thymos stimulates them to think about new purposes. SSA board then can discuss the material's new purpose with the SWU Thymos board before donating or selling the materials themselves.

### 10.3 Data storage

Data storage takes a lot of energy. When more data is stored, more energy is needed. Most of our data is saved at the W-drive of WUR. The SWU Thymos board of '23-'24 assumes that the physical storage of the W-drive is somewhere on campus and since WUR (and SCB) are operating on almost fossil free energy, our data is stored kind of sustainable. We also use external data locations such as Google Drive and Outlook (Microsoft). The sustainability of these data storages is unknown because the location of the data centre and the type of energy it uses is not clear. Of course, the data storage is not something the SWU Thymos board can directly influence or focus on. However, we can influence the amount of data we store and thus the amount of energy we use. During the archive and cleaning day (they will be planned at the end of the calendar year and academic year) the SWU Thymos board '23-'24 wants to focus on digital cleaning. We want to keep everything starting from 3 years ago on the W-drive and place everything that is 4 or 5 years old on an external hard drive. An external hard drive uses less energy than a data centre. Of course, some data that is older than 5 years is worth saving. Also, financial data should be stored for over 5 years. It is important that during the archive and cleaning day the relevance of certain data is evaluated. Carole Hoekman can be asked about how long certain data should be saved legally.

### 10.4 Other

Mentioned in 3. Brand awareness, external communication, and representation, The SWU Thymos board '23-'24 wants to offer sustainable sports shirts in the WUR shop. Next to that, the SWU Thymos board '23-'24 wants to stimulate the next board to order sustainable board clothing.

The board of '23-'24 also wants to look into the possibilities to start using consumption coins instead of paper consumption vouchers. At the end of the Student Sports Council Meeting (SSCM) these paper vouchers are given to everyone who attended. However, they cannot be used again because the paper is not sturdy enough or can get wet. The board of '23-'24 wants to stop buying single use plates and cutlery for, for example the volunteer's barbeque. We will ask everyone to bring their own plate, cutlery and cup.

## 11. Safe and inclusive sporting climate

Focussing on ensuring a safe sporting climate becomes increasingly important. More is known about unacceptable or unwanted behaviour, intimidation, discrimination, bullying and exclusion in the sports world. This behaviour takes place in all types of sports on all levels, from amateur to professional levels of sport. SWU Thymos wants to create a sporting climate for students in Wageningen that is inclusive and safe. This means that we want to create an atmosphere where everyone feels welcome, independent of level, weight, religion, ethnicity, sexual orientation, or gender. To improve this, we want to focus on the awareness and recognition of the problems regarding inclusivity. SCB has a behaviour

code regarding social safety (Omgangsvormen SCB). This document is based on behaviour code from WUR.

### 11.1 Inclusivity

Most of all, we want to stimulate SSAs to think of the situation within their association regarding the accessibility of their association, for example in the field of gender or ethnicity. Two years ago, this was done by organising a workshop during the board education days about an inclusive sporting climate in which tools were provided to discuss inclusivity openly and improve inclusivity within the association. Last year, the SWU Thymos board of '22-'23 aimed to make this topic well discussed while the board of SWU Thymos functioned as an example. Next to that, in April the previous board paid extra attention to inclusivity by making April the 'Month of Inclusivity'. The Month of Inclusivity was promoted on SWU Thymos' social media. Extra attention was paid to inclusivity in the News Mail. By giving tools to SSAs, SSAs investigate themselves how inclusive their sport and federation is, and in which ways they can improve the inclusivity within their association. The SWU Thymos board of '23-'24 also wants to organise a month of inclusivity and combine this month with the 'Health Week'. This will result in a 'Month of Inclusivity and Health' (the name of this month is still a work in progress). A separate Health Week was organised in 2018 for the last time, due to Covid and a shortage of commission members. Our planning and activity calendar is already quite full and organising an extra week would be too much when our board is not completely full. The Month of Inclusivity and Health could consist of 1 or 2 lectures, activities or workshops per week about inclusivity in the sports world, nutrition and mental health.

### 11.2 Confidential contact person

To improve the social safety, we have assigned two confidential contact persons within the board, just as the previous board. Confidential Contact Persons (CCP) have completed a short education and people can contact them when they have experienced unwanted or unacceptable behaviour or know someone experiencing that. The CCP helps to work out a strategy best suited to improve the situation. The CCPs of the board of 2023-2024 will be available as CCP until the members of the next SWU Thymos board have completed the course to become a CCP. The SWU Thymos board of '22-'23 improved the visibility of the CCPs by making a poster, which was hang in the hallway of SCB and was shared via narrowcasting. The board of '23-'24 will also make a poster for in the hallway, but will only use narrowcasting in SCB, not the other university buildings.

We want to stimulate the SSAs to state the role of CCPs on their website and/or News Mail and to stress that everyone can always come to the CCPs of SCB and SWU Thymos by making this a part of the professionalisation subsidy. The SWU Thymos board of '23-'24 also has given SSAs the opportunity to have their own CCP. This was the first time members of a SSA could join the CCP training. The SWU Thymos board '23-'24 plans to make an inventory to see how many, and which associations still want their own CCP. Together with Rutger Kroes (WUR) we will look into the rules regarding having a CCP as a SSA.

### 11.3 Changing rooms and toilets

The SWU Thymos board of '22-'23 started the conversation about gender neutral changing rooms and toilets because these would add to a safe and inclusive sports climate. The board send out a questionnaire to investigate how many people would want to use a gender-neutral changing room and what that room would look like. The SWU Thymos board of '23-'24 wants to continue with this plan. Already some meetings with SCB and WUR have taken place about this. WUR does not have clear policy on this topic. We believe that changing only a sticker on the door of a changing room would not be

enough to create a safe space. Because everyone can enter the room, also people who might not belong there. Separate changing cubicles can be a solution; however, they would cost some money. In the next SCB-Thymos questionnaire (which will be send out in February 2024) questions will be asked about the need for gender neutral changing rooms and what they should look like. The diversity department of WUR will help with formulating the questions.

All the changing rooms have two doors which open to the hallway. People in the hallway can look directly inside the changing rooms. This can be very uncomfortable for people changing and walking from/to the shower. The SWU Thymos board of '23-'24 wants to look into the opportunity to create a small wall in the changing room, so the view from the hallway is blocked.

#### 11.4 VOG for board members

We want everyone to feel safe during a workout, both mentally and physically. The SWU Thymos board of '22-'23 had planned to get a VOG (Verklaring Omtrent het Gedrag (Declaration of Behaviour)). The SWU Thymos board of '23-'24 is planning to start looking for options to get a VOG via Centrum Veilige Sport Nederland.

#### 11.5 Safety for everyone

The SWU Thymos board '23-'24 notices that it is hard to come up with things that would improve the safety in and around SCB, because we all do feel safe. Therefore, we cannot decide for others if and where they do not feel safe. To fill this knowledge gap, we can ask questions about safety in the SCB-Thymos questionnaire (which was already included in previous SCB-Thymos questionnaires) or organise a walk-in session where people can talk about their experiences.

### 12. Emergency protocol

In a safe and inclusive sporting climate, also the physical safety of sporters is included. Multiple SSAs have indicated that they would like to have members or trainers with a first aid certificate present during each training. Unfortunately, SWU Thymos is unable to subsidise first aid courses for all SSAs, because it is too expensive since we do not have a subsidy for this. Instead, there is a safety protocol of SCB. The SWU Thymos board of 2021-2022 have constructed a safety protocol to be used during trainings of SSAs. This protocol clarifies what to do in a case of emergency, where to go or who to call to get help as fast as possible. This safety protocol can be found on the SSA Google Drive. The SWU Thymos board of '23-'24 wants to check if the current protocol is still correct and want to reshape it in an emergency protocol. This could for example be a block diagram. Placing the emergency protocol on the SSA's own website will be part of the professionalisation subsidy. This way it is always easy to find for SSA members. We also want to upload it to the SWU Thymos website, because we got a lot of questions from SSA boards about the location of the safety protocol.

### 13. Alternative sports plan

When SCB must close due to restrictions or pandemics for example, multiple options are available for the rental of sports materials and online sports lessons, so that students will be stimulated to keep exercising. When events and experiences cannot take place, we will look at the option of continuing them in an adapted form or organising the activities and experiences completely online. Another option is to expand to external locations. External locations can offer more space in the sports programme if that is favourable.

## 14. List of multiple year plans

In an annual policy there also topics that take more than a year to carry out. Below the topics that might take more than a year are listed:

- Increase the brand awareness of SWU Thymos (3.1 Brand awareness).
- Increase the contribution from WUR (8.1 SWU Thymos own equity).
- Make the SWU Thymos board positions accessible for non-Dutch speaking students (9. Internationalisation).
- Make printed materials (posters, flyers etc.) more sustainable by using more sustainable materials and to print as less as possible (10.1 Sustainable printing policy).
- Give SSAs the opportunity to have their own CCP (11.2 Confidential contact person).
- Increase the inclusivity at Sports Centre de Bongerd by offering gender neutral changing rooms/toilets as an addition to the men's and women's changing rooms/toilets (11.3 Changing rooms and toilets).

## Action points

### 1. The operating of the board with three board members and a committee of activities

Who?	What?	Why?	When?
Chair	Plan meetings with the activity committee throughout the year.	To ensure smooth communication between the SWU Thymos board and the activity committee.	During the year.
Board	Check if the emergency plan that is used for when less than 6 board applicants apply is still up to date.	There is more known about having a board of less than 6 members.	July 2024.

### 2. Board transfer and finding new board members

Who?	What?	Why?	When?
Secretary	Plan a policy meeting with the new board in September.	To help the new board with the continuation of the 2024 policy.	August 2024.
Board	Keep the (function specific) scripts and ongoing tasks up to date, so they can be shared with the new board as soon as possible.	To help the new board in the beginning of the year and give them the chance to prepare well.	During the year.
Board	Let the new board walk along during a day or important tasks.	To give the new board a good view of what their (daily) tasks are.	April – August 2024.
Board	Make a to-do-list for the successors' first 2 weeks.	To help the new board in their first 2 weeks by reminding them of their tasks.	August 2024.
Secretary	Plan social activities with the new SWU Thymos board.	To get to know each other which makes it easier for the new board to ask questions.	July – September 2024.
Board	Manage the first TIC (if the new board is with less than 5 or 6 people) and prepare the first experience of the adamic year 2024-2025.	To lower the workload of the new board in the first period of their board year.	June – September 2024.
Board	Make an activity calendar for period 1 and 2 of the academic year 2024-2025.	To make it easier for the new board to focus on learning their function first, before they have to make decisions about the events and experiences, they want to organise.	June 2024.
Board	Document well what of our policy became reality/document the results of this policy's action points.	To help the new board with writing their policy of 2025.	During the year.
Board	Make promotional material to find new board members. Repeat the promo during several months	To find new board members and to reach people who might be interested in a board year.	January - August
Board/ Treasurer	Make Instagram Stories	To show the daily tasks of the SWU Thymos board and to show how much fun we have.	During the year.

### 3. Brand awareness, external communication, and representation

Who?	What?	Why?	When?
Secretary	Contact WUR for general information email	To let new students become familiar with SWU Thymos straight away	March 2024.
Chair/ Secretary	Create a monthly calendar post which shows the experiences in events the coming month. Also, create a poster of this post and hang it in SCB.	To improve the communication of events and activities.	Every month.

Chair	Use MyWURtoday notifications for larger events (Contact Ingo Götz).	To improve the communication of big events and activities	When needed.
Board	Contact @WUR-wellbeing to see if we can use their Instagram for promotion related to health and inclusivity.	To make more promotion for such activities in a more targeted public.	March 2024.
Secretary	Create an FAQ about the sports rights protocol which can be uploaded on the website.	To improve communication about the sports rights protocol and limit confusion by students and SSAs.	February 2024.
Secretary	'Athlete of the Month' post on social media.	To give more attention to the relationship between SWU Thymos and SSAs.	Every month.
Com. Sport	Research the difference in image and identity of SWU Thymos and how to make this difference as small as possible.	To increase the SWU Thymos brand (which might help to find new board members)	January 2024.
Board	Contact SCB to see if we can sell the SWU Thymos socks at the front desk.	To promote the fact that we have socks	July 2024.
Board	Look into the possibility of offering sustainable sports shirts in the WUR shop.	To increase brand awareness	July 2024.
Secretary	Extra promotion for the SCB-Thymos questionnaire.	To get a more reliable and representative result.	April/May 2024.

#### 4. Student sports associations (SSAs)

Who?	What?	Why?	When?
Board	Be present at SSA constitution drinks.	To increase personal contact between the SWU Thymos board and SSA boards.	During the year.
Board	Join as many SSA trainings as possible.	To increase personal contact between the SWU Thymos board and SSA boards and members.	During the year.
Chair	Look into the opportunity to organise an extra (social) activity for SSA boards.	To stimulate interaction between the different SSA boards	March, April, or May 2024.
Secretary	Review the SSA Drive and update documents	Not all documents on the SSA Drive are up to date. This causes the drive to lose purpose.	January, 2024.

#### 5. Independent athletes

Who?	What?	Why?	When?
Treasurer	Ask SCB to improve the text on the SCB sports application for the individual sports classes to clarify that the class is both for beginners and advanced athletes.	To attract more beginners by making clearer you can also join the lessons when you have never done that before.	February 2024.
Treasurer	Ask SCB to increase the number of courses given at SCB.	To give (beginner) independent athletes an opportunity to start and learn the basis of a new sport	February 2024.

#### 6. SWU Thymos Internal Competition (TIC)

Who?	What?	Why?	When?
Board	Make more promotion for the TIC, especially focus on registrations with 2 or 3 people.	To encourage individual athletes (who cannot get a whole TIC team complete) to participate in the TIC. This will make the TIC more accessible.	A few weeks before the TIC registrations open.

Chair	Increase the promotion of knotsen sale via an Instagram post.	To stimulate people to buy their own knots, this will also give more attention for the TIC and less broken knotsen for us to glue.	During the year.
Board	Organise a team captain meeting before every TIC round.	To limit misbehaviour during and around TIC matches.	January, April, September 2024.

## 7. SWU Thymos events

Who?	What?	Why?	When?
Board	Communicate important dates to SSAs early by sending them emails and uploading the event calendar on the SWU Thymos website.	To avoid confusing and miscommunication to SSAs.	During the year.
Chair, Board	Upload the first part of the event calendar of 2024-2025.	To give the new board the opportunity to learn their function first before making important calendar decisions.	July 2024.

## 8. Finances

Who?	What?	Why?	When?
Treasurer	Look into the possibilities to receive more money from WUR.	Due to inflation and the growth of SSAs, a yearly loss of €3000, - is possible for about 2 or 3 years until the SWU Thymos equity is in the lower indicated range.	During the year.
Chair, Board	Change the requirements for the professionalisation subsidy.	To simulate SSAs to put effort in professionalisation yearly.	November 2023.
Treasurer	Be stricter with the individual subsidies; SSAs should deliver a clearance when they apply.	To make sure the subsidy really goes to the individual sporters and not the SSA.	November 2023.
Treasurer, Board	Look into the possibilities for SSAs to apply multiple times per year for the training at external locations subsidy.	To help associations to train more often at external locations.	February 2024.
Treasurer, Board	Change and update the board declaration rules.	To attract more board members since it will limit the amount of money you spend on a board year.	December 2023.

## 9. Internationalisation

Who?	What?	Why?	When?
Secretary	Continuation of translation plan.	To make it possible for international students to do a board year for SWU Thymos.	Will be continued in 2024-2025.
Board	Change the email signature to English first.	To portray SWU Thymos as an organisation focussed on all students.	October 2023.

## 10. Sustainability

Who?	What?	Why?	When?
Board	Order sustainable and useful gadgets for the AID.	So we do not have useless crap at the AID, which is not sustainable.	July, 2024.
Treasurer	Check if smaller flyers are more sustainable compared to the current flyers.	Smaller flyers can be more sustainable, and we do not need the flyers to be bilingual.	November, 2023

Chair	Experiment with more sustainable paper for flyers and order flyers in a lower amount.	To be more sustainable.	December 2023. January 2024.
Treasurer	Create QR codes for SSA flyers.	To limit the number of flyers at stands during the AID.	January 2024.
Secretary	Create an overview of the different old materials and clothing SSAs have (and do not use anymore) and stimulate SSAs to find a new purpose for their old materials themselves.	Some materials can still be used by others or can have a new purpose. It will also free up storage space.	March 2024.
Secretary, Board	Organise a (digital) clean-up day where data which is not used anymore is deleted.	To lower the amount of energy needed to save our data.	January 2024.
Treasurer	Look into the possibility to order and start using consumption coins.	To be more sustainable by stopping to use the paper consumption voucher, which are not reusable.	January 2024.

### 11. Safe and inclusive sporting climate

Who?	What?	Why?	When?
Secretary, Board	Organise a Health and Inclusivity Month.	To give people the opportunity to learn something about health and inclusivity.	March/April 2024.
Chair	Make CCP posters and hang them in the hallway of SCB.	So people know who the CCP's are and how to contact them.	January 2024.
Chair	Map out the SSAs interest for having their own CCPs.	So SSAs who want a CCP might have the opportunity to have one.	November 2023.
Secretary	Continue the previous boards plan to create gender neutral changing rooms and toilets.	To make everyone feel welcome and safe in SCB.	During the year.
Secretary	Look into the opportunity to block the view from the hallway into the changing rooms.	To avoid people (accidentally) looking into the changing rooms and making people feel safer in the changing room.	During the year.
Secretary	Look into the options to get a VOG via Centrum Veilige Sport Nederland.	To create a safe environment.	April 2024
Board	Organise a walk-in session for people where they can voice their concerns regarding social safety at SCB.	To get a more reliable insight of the needs of the people who are at SCB.	April 2024.

### 12. Emergency protocol

Who?	What?	Why?	When?
Treasurer	Check if the current emergency protocol is still up to date and make changes if necessary.	To make sure SSAs know what to do in case of an emergency.	January, 2024.
Secretary	Inform SSAs about the safety protocol.	To make sure people know where to find this protocol/to make this protocol easier to find.	During the year.

### 13. Alternative sports plan

No action points for now.

### 14. List of multiple year plans

No action points for now.

# Structural policy SWU Thymos

## 1. Description of the sports foundation

This chapter describes the foundation of SWU Thymos and what it looks like nowadays.

### 1.1 History

On March 4<sup>th</sup>, 1955, five students took initiative to set up "Sportstichting Landbouwhogeschool Wageningen (SLW)" (Foundation Agricultural Highschool Wageningen). They all were member from one of the big well-known student-associations Wageningen had at that time. Each one of them put in 100 gulden to establish the raise of the foundation. The foundation became more professional and started organising more activities. In the academic year 1999/2000, due to the name change of the university, a new name for the foundation was needed. This name became, and still is "Sportstichting Wageningen Universiteit Thymos" (SWU Thymos). The name Thymos refers to the concept that was described by Plato "Enrichment of the energy of the soul by physical exertion." This definition is preserved in the slogan of SWU Thymos: "Move and your body will be recharged."

### 1.2 Mission of the sports foundation

The mission of SWU Thymos, as it is written in the statutes, is to simulate sports and movement for all students in Wageningen. SWU Thymos tries to effectuate this by acting as a representative for all student athletes in Wageningen.

### 1.3 Vision of the sports foundation

SWU Thymos wants to look after the diversity, quality, and accessibility of to the sports list for all students in Wageningen and first years graduated of WUR.

### 1.4 Structure

The representation of the sports foundation is the board of SWU Thymos. The board usually consists of six students every year, with a minimum of three students. Besides a Chair, Secretary/Vice-Chair, and a Treasurer a Commissioner of Publicity and two Commissioners of Sports are members of the board. Every function has its own tasks. Non-function related tasks are divided amongst the members of the board at the start of the academic year.

Every year the board organises several big events and the SWU Thymos Internal Competitions (TICs). They also support all the Student Sports Associations (SSAs) and student associations that want to become acknowledged by SWU Thymos. The board divides the grants over the SSAs and individual athletes. In co-operation with Sports Centre de Bongerd, the board sees to enough and safe materials are present for all student athletes. SWU Thymos sees to the purchase of small materials.

The board is part of the Student Sports Council of SWU Thymos. The Student Sports Council consists of the SWU Thymos board and the SSAs. The SSAs are mostly represented by their board. There is the possibility for the independent athletes to be represented by the recreational council, but this council has been inactive for some time now (see 7.1). The Student Sports Council and SWU Thymos board are advised by the Board of Advice (CvA) and the financial control committee (KCC). SWU Thymos is also supported by the committee of activities. The CvA consists of former board members, preferably each function is represented. The KCC consists of former Treasurers. If the board experiences some problems, the CvA and KCC are the first which can be asked for help and will have a critical look at the plans of the board. Before every Student Sports Council Meeting, the agenda, and other matters the

board encountered will be discussed with the CvA. The CvA also will review the policy plan critically. The KCC will advise on financial matters and checks the budget, balance, and settlement. The committee of activities was brought to life to support the board in organising activities and it consists of 7 former board members at the moment. The board can ask for help when they do not have enough board members and can use an extra hand in organising activities. The Commissioner of Sports and/or the Chair will take place in this committee to make sure everything is moving along smoothly. There is an intensive co-operation between the board and SCB in which the board has a controlling and advising role, and SCB has a coaching role towards the board. Both SCB and SWU Thymos try to create an optimal sports climate in Wageningen. Lastly, Wageningen University and Research (WUR) advises the board by verifying the budget, settlement, and balance of SWU Thymos. The structure around SWU Thymos is shown in Figure 1 below.

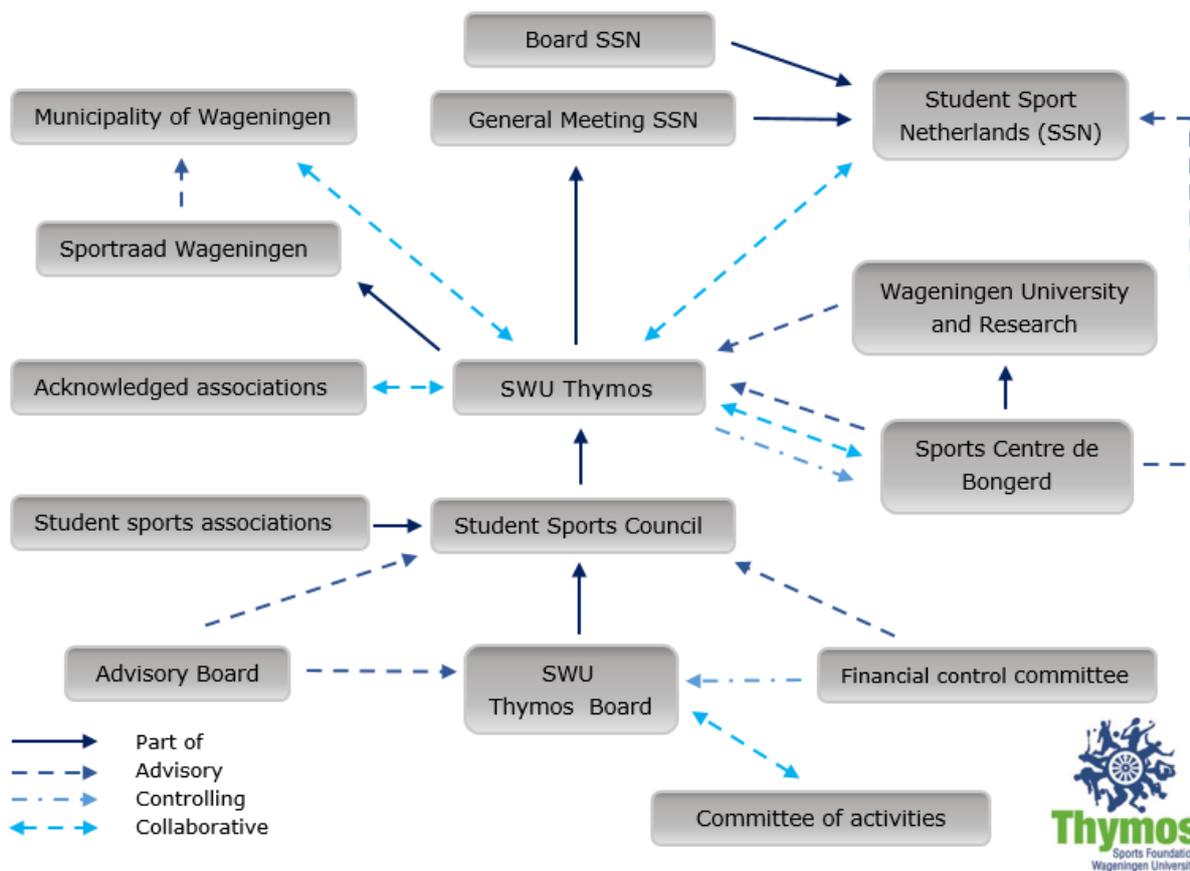


Figure 1: The structure around SWU Thymos.

## 2. Continuation of the sports foundation and her policy

Because SWU Thymos has a yearly change of the board, it is important to spend a lot of attention on the continuation of the existing policy. This is already partly provided for because the new board continues to implement the policy written by the previous board during the first four months of the academic year. In addition, the search for new board members will start in January. The new members will be trained and must learn to know the policy. Also archiving and statistics are important for the continuation of the general policy.

## 2.1 Applicants

In January, the board starts looking for interested people to form the new board, this is done based on a written script. During the application procedure, a general picture will be painted of all aspects relevant for the coming board year. Personal contact with interested people and mouth-to-mouth advertisement are the most important means in the search for successors. A banner will be put up at SCB, in the signatures of sent e-mails an extra sentence will be placed about the applications and there will be an article in the News Mail. Specific attention will go to people who participated in events, committees, and TICs or because of their involvement with an SSA, since they are already familiar with the work of SWU Thymos. Besides, SWU Thymos will have a stand at the VeSte Board Market. SWU Thymos will also promote the positions for the board year on Facebook, Instagram, LinkedIn and narrowcasting. The board will also make a promotion video which clarifies what doing a board year entail at SWU Thymos, in case the previous movie is outdated. Furthermore, an information evening will be held for interested people with the possibility to have a day at the office with the board. People who made their interest in SWU Thymos clear, will be approached actively.

## 2.2 Interviews

The interviews for the new board will be held in April. Questions are asked about skills and competences, personality and what positions the applicant would like to hold in the board. The applicant will be asked to take the DISC-test beforehand, which should reveal the applicant's personality. In addition, it is checked if the applicant has sufficient knowledge of the English language. This is done by switching from Dutch to English halfway the conversation. Previously, a two-minute pitch was used to evaluate the knowledge of the English language, but this was experienced as very uncomfortable by the applicants.

## 2.3 Transfer of tasks

### 2.3.1 *Transfer of general tasks*

The handover of board tasks will be done by personal contact between the new and former board and by scripts. The scripts are updated throughout the board year, so new knowledge is documented while fresh in memory. To facilitate the handover, the function specific scripts, the general script and policy plan will be handed over to the new board members before the first moment of training. The priorities of the documents will be made clear, so the new board members know which documents they should focus on. Thereafter, the scripts will be checked during training sessions held before the summer holidays. The current board is responsible enough training sessions are scheduled since the new board will still be studying full time. During the first training moment, the new board gets access to the W-drive so they can orientate themselves on where to find what. A few weeks after the summer holidays, a moment will be planned in which the old board can walk the new board through the policy.

It is very important that current agreements are clearly documented, so the new board can find the history of any agreements. The former board will make a tasks list for the first couple of weeks, so the successors have some support at the start.

The new board will also attend a board meeting once, they will be invited to the volunteer barbecue, and they will be present at the Student Sports Council Meeting in June. The board will stimulate the new board to get to know each other better informally, so that there is a bond when they start their board year in September.

### 2.3.2 *Transfer policy*

To ensure the continuation of the policy, attention will be paid to the policy plan during the training of the new board. The policy plan and scripts will be handed over at the same time, as soon as possible. In September, a meeting will be planned with the new and previous board, in which the policy will be discussed, so the new board knows which steps were already taken and which steps they can take.

## 2.4 Role of the former board

The former board is responsible for ensuring that the successors are properly trained and is responsible for supporting the new board in the first months of their board year. The former board sees to a well-trained and good functioning new board in the first few months.

The former board is also responsible to keep the office running during the summer. The former board should keep the mail up-to-date and pay any bills, so the new board does not have to start with a backlog. The first few weeks of the new academic year, the old board members can be found regularly in the office, or walk by the office occasionally, in case the new board members have problems. Furthermore, the previous Chair and Secretary will help the board with preparations of the first Student Sports Council Meeting. During the constitution drink of the new board, the old board is responsible for the course of events.

## 2.5 Archiving

Since there is an annual changing board, the reporting of minutes, action points, decisions and agreements made is a point of attention for the optimization of the transfer of knowledge between the changing boards. Besides, folders on the W-drive and e-mailbox are archived. There is an archive mailbox available in which important e-mails will be archived. Important documents on the W-drive will be referred to in the scripts.

From 2016 less documents are archived in hardcopy. Only big documents, like photos and posters will be archived on an external hard disk. The rest of the documents will only be archived on the W-drive. The W-drive is backed up multiple times per day, so the files are secured. Besides, all folders will be checked and re-organised during clean-up days scheduled by the Secretary. Irrelevant files/folders will be deleted, what makes it easier to find files and prevents of having double folders. How to archive is clearly explained in a protocol which can be found on the W-drive. Personal data is saved for a maximum of 1 year and (some) financial data has to be saved up to 10 years. Other data can be saved for 5 years.

## 2.6 Statistics

Statistics are important for determining the policy of SWU Thymos and could, for instance, make promotion more efficient. Relevant statistics of events are gathered already during the subscription to get an oversight as complete as possible. The following statistics will return in the annual report.

- Number of students with sports rights, inquire at SCB.
- Number of receivers of the News Mail.
- Number of members of the SSAs, taken from the Bongerd Sports Application.
- Number of student members of the acknowledged SSAs.
- Grant applications.
- Number of participants of SWU Thymos events and experiences.
- Reach of the various means for promotion.
- Teams and poules to TICs.
- Number of participants of WUR of the Great Dutch Student Championship (GNSK (In Dutch: Groot Nederlands Studenten Kampioenschap)).

- Number of participants of WUR at the Batavierenrace.
- Members stop and waiting lists of SSAs.
- Awareness of SWU Thymos under student athletes and nonsporting students.

## 2.7 Emergency application period

In 2019, it was noticed that many Umbrella Student Sports Organisations (OSSO's (In Dutch: Overkoepelende Studenten Sport Organisatie)) and SSAs have increased difficulty finding new board members. It could also happen that SWU Thymos has less or even no board members. That is why in 2019 an emergency plan was drawn up that can be used in the event less than 6 suitable applicants apply. This plan can be found in the folder Floating tasks > application committee > plan for board shortage SWU Thymos.

## 3. Communication and representation

Good internal and external communication is crucial to SWU Thymos. The board functions as the spokesperson within SWU Thymos and is the face of student sports in Wageningen. The board will be approachable for interested parties and will have a professional attitude.

### 3.1 Internal communication

To keep the effectiveness and efficiency of SWU Thymos on a high level, much value is given to internal communication. All members of the SWU Thymos board are expected to be present during office hours. This way communication between board members is considered most efficient.

During the weekly board meetings all board members inform each other what they are planning to do next week and if there are expected complications. All board members are aware of the tasks of the others. During the weekly board meeting, the content of current affairs, past and upcoming events, finances, promotion, and committee meetings are also discussed. Also, the status of the action points will be discussed, and new action points will be noted. It is advised to let the Vice-Chair lead the board meeting once every two months as to be prepared when the Chair cannot be present during a meeting.

To promote the communication within the board and to achieve personal goals, the Chair will organise goal-setting-, performance- and evaluation interviews. It is a cycle with a minimum of three interviews: a goal-setting- and performance interview in October, a performance interview in February and an evaluation interview in June. The interviews are personal and will be taken by the Chair. The Vice-Chair has the task towards the chair.

### 3.2 External communication

The board can be reached by e-mail, phone, through social media, the suggestion box or by visiting the office. Next to the entrance visitors can see which member of the board is present on a presence-board. The board sees to it that the contact details of SWU Thymos are easily found. At events and experiences a telephone number is communicated on which the board can be reached. It is therefore very important that the SWU Thymos phone is brought to every event/experience.

The way of communication must be adjusted to the audience. Towards students a professional though informal attitude is conducted. To other external parties, like the municipality, companies and WUR, SWU Thymos will take a professional and formal attitude. In every sent e-mail a personal signature is inserted.

It is important that e-mails sent to SSAs are regulated. Therefore, either the Secretary sends out the emails to SSAs or the Secretary needs to be informed of emails to associations. The Secretary, thus, sees to it that not too many mails are sent at once.

### 3.3 Representation

The board of SWU Thymos represents student sports in Wageningen, and together with SCB acts as knowledge platform. Maintaining good contact with the Wageningen (student) organisations is crucial for exchange of knowledge, expertise, materials, and promotional possibilities. Furthermore, the board represents the student sports to external parties like the municipality, student council, WUR, Sports Council Wageningen and sports unions.

Finally, good contact is maintained with other OSSOs and Studenten Sport Nederland (SSN) to represent the interests of Wageningen student athletes at national events. Good contact is maintained by presence of SWU Thymos on board education days, taking actively part on the General Meetings (GMs) and thinktank sessions. SWU Thymos can take place in committees of SSN and critically review the plans of SSN.

The board will wear board clothing to express professionalism and unity. The board clothing is preferred to be in line with the dress code that has been drawn up, so the board stays recognizable throughout the years. This dress code can be found in the folder Chairperson > Bestuurskleding > Clothing manual SWU Thymos.

### 3.4 Brand awareness and recognisability

The activities of SWU Thymos are not always clear to its targeted audience. The name SWU Thymos does not always clarify what SWU Thymos is and does. Writing the abbreviation 'SWU' in full as

'Sportstichting Wageningen Universiteit' (Sports foundation Wageningen University), will contribute to clarification and awareness of the foundation. 'SWU' will be written in full as much as possible in external communication.

Furthermore, a description of SWU Thymos will be given in the first News Mail of the academic year and after the Winter AID. This to create clarity to new students.

Next to this, the board will enlarge the fame of SWU Thymos by being present at information markets for students and placing messages on social media about what the boards daily activities are. Because of this, more awareness can be created amongst students. Also, the board strives for publications in, for instance, the Resource and on social media channels of Spread the WURd, to promote the name.

A final manner to enlarge the fame and findability of SWU Thymos is by means of the Who-What-Where-posters. These posters describe what SWU Thymos is, what SWU Thymos does and where SWU Thymos can be found. These posters will be spread in Forum, Orion and on the poster boards at SCB. In the beginning of the year narrowcasting can also be used to promote SWU Thymos.

### 3.5 General Data Protection Regulation (GDPR)

Since 2019 there is declaration of privacy which explains what personal data is collected, why it is collected and for what it will be used. A legal advisor also checks this declaration. This declaration of privacy is placed on the website of SWU Thymos in as well Dutch as English. This way everyone has a clear insight on how SWU Thymos processes personal data. This privacy declaration is also sent to all

participants of the events of SWU Thymos. Every year it will be checked if the GDPR is still up to date, and if needed adjusted.

## 4. Partners

SWU Thymos is the representative of all student athletes in Wageningen. At different parties, like SCB and WUR, SWU Thymos has the task to represent the interests of this group. In addition, SWU Thymos is in contact with other partners with which it collaborates or seeks advice, such as SSN and other OSSOs.

### 4.1 Sports Centre de Bongerd (SCB)

#### 4.1.1 *The relationship between SWU Thymos and Sports Centre de Bongerd*

SWU Thymos represents the interests of all student athletes at SCB. The board will take a positive critical attitude towards SCB. During the SCB-Thymos meetings, items concerning both parties will be discussed. The board will participate in discourses about the courses offered at SCB and the status of the facilities. These meetings take place six times every year. SCB helps with organising events, for instance by availability of room and cooperating on promotion. In addition, there is a close cooperation with trainers of SCB during some events, amongst others the AID, the Dance Evening and the GNSK. The board helps with We Day, an event specifically organised by SCB for WUR employees. SWU Thymos is independent from SCB. SCB gives advice based on experiences with the sports centre and student sports in general.

Since the academic year 2018-2019 there has been a change in the structure of SCB. Three coordinators of sports (CS) have been assigned to reduce the workload of Wendy van der Vliet, Henri ten Klooster and Henk Arts. Every SSA has a CS. All contact with SCB runs via these coordinators, so the SSAs discuss their problems with their coordinator first. If SSA boards do not appear to be aware of this, the board will point this out to them.

#### 4.1.2 *Scheduling of SCB*

SCB takes care of the scheduling in the sports centre. Due to the growth of the number of students in the last few years, the available space for practicing sports is not sufficient anymore. A problem which plays a part in this, is that most of the students can only practice sports later in the day, after lectures or other course activities. To determine where the main problems are concerning the timetable, SWU Thymos requests the schedule and will examine it critically to represent the interests of the students as well as possible. Currently, not every SSA has enough time for trainings, but time and space are scarce as students that are not part of an association should be able to practise sports as well. Furthermore, the percentage of members of SSAs has increased significantly, causing pressure on the SSAs and their functioning.

An additional problem was the introduction of Extended Daytime Schedule (EDS) at the start of the academic year 2018-2019. This meant that students could have lectures that last until 19:00. For some SSAs this means that some members cannot always join the trainings or must join later in the trainings. However, up till now, few big problems are experienced by the SSAs. SCB experiences benefits from the EDS. The gym is less crowded because students practice sports in a wider time slot. Also, classes during daytime are fuller. SWU Thymos is therefore not against the EDS for the time being.

#### 4.1.3 *SCB-Thymos survey*

Every other year, SCB and SWU Thymos conduct a survey among all students with sports rights and all SCB employees. This survey is about all kinds of (current) issues regarding SWU Thymos and SCB. The

results are of great importance to SCB and SWU Thymos and will be used to determine objectives, to write the SWU Thymos policy, and to test implemented policy. For this reason, the board ensures that the results are easy to find, both for themselves and for the subsequent board.

The aim is to get as many respondents as possible, which is why a prize is raffled among the respondents. SCB and SWU Thymos pay the prices in turn.

## 4.2 Student Sports the Netherlands

### 4.2.1 *General*

Student Sports the Netherlands (SSN) acts as an overarching organisation for all OSSOs in the Netherlands. SSN also represents all student sports at national organisations, such as NOC\*NSF and the National Student Union (LSVB). SSN also ensures the distribution and supervision of the NSKs (Dutch Student Championship (In Dutch: Nederlands Studenten Kampioenschap)) and the GNSK. In addition, SSN brings the OSSOs and student sports federations into contact with each other. The exchange of knowledge with colleagues from other cities is very valuable for SWU Thymos and is done through various consultations and WhatsApp groups. It is also important to be present with the entire board at the management training days and other activities organised by SSN. Finally, SSN has a trainer database, which means that SWU Thymos can receive a discount on management workshops.

### 4.2.2 *Structure*

SSN became an association in 2017, which has resulted in a number of changes. SWU Thymos is, along with all other OSSOs, member of SSN. In addition, the student sports associations (SSAs) are part of SSN. Since December 2022, the structure of SSN has changed, because they could not find a board for academic year 2022-2023. Instead of a complete fulltime board, now a three- or four-headed parttime board will take place with a reduced workload. A part of that workload will be taken away by several committees, which fall under SSN staff. SSN staff is responsible for implementation and continuous processes, but also for managing and supporting those committees.

During the general meetings (GMs), the most important matters that concern the OSSOs are discussed. Next to OSSOs, university sports heads, SSAs, and representatives from affiliated cities are present. Next to the GM, SSN organises regular think tank sessions from in which OSSO boards can exchange ideas and look for solutions to problems together.

### 4.2.3 *SSN events*

The SSN events branch is mainly known for its supervision over the organisation of NSKs in various sports. In addition to the NSKs, the Batavierenrace, student winter sport (StuWi) and the GNSK also resort under SSN events. Participation in NSKs is officially only possible for students who are members of SSN through their OSSO. The organisation of NSKs is reserved for committees where the OSSO is member of SSN. Since the academic year 2018-2019 the grant policy from SSN has changed for NSKs. Only new NSKs will be financially supported. Other NSKs are supported in other ways, such as promotion, an after movie and medals.

SWU Thymos, SCB and WUR would like to see Wageningen students represent WUR at NSKs and the GNSK, which is why participants can apply for a grant to participate in NSKs and the GNSK.

### 4.2.4 *SSN top sport*

SSN has a separate branch 'top sport', the contribution of which is paid by the heads of the university sports centres. SSN supports the international deployment of top student athletes. SWU Thymos does not have much connection with top sport, because it focuses on recreational sport. That is why the

responsibility for top sport lies with SCB. However, SWU Thymos remains informed of the developments regarding student top sport in Wageningen.

### 4.3 Other OSSO's and national sport committees

Many university cities have an OSSO, but in each city the responsibilities and tasks of the overarching organisations are different. SWU Thymos is one of the boards with the most tasks and responsibilities and is therefore one of the few OSSO's that consists of a fulltime six-headed board. Because it is arranged differently in every city, a lot can be learned from each other. Therefore, good mutual contact is vital.

In addition to these OSSO's, there are a number of other national sports committees that SWU Thymos has to deal with: the GNSK board, the Batavierenrace committee and the StuWi committee (if SWU Thymos decides to go with them). It is also good to get to know these committees, which makes it easier to consult with the committee concerned, should there be any problems.

### 4.4 Wageningen University and research

SWU Thymos is subsidized by the university to keep sports affordable for students. SWU Thymos is completely dependent on the sponsorship of the university. The amount of the financial contribution from WUR is determined by the Board of Directors and the Student Council. The Chair and the Treasurer have contact with the policy officer of Education and Student Affairs (ESA), currently Rutger Kroes, who is also the contact person for many student boards in Wageningen.

### 4.5 Student Council

If there are problems with student sports, SWU Thymos can raise this with the student council. The Student Council discusses financial issues related to student sports with the Board of Directors and can raise issues during these meetings. Therefore, it is important that SWU Thymos maintains in good contact with the Student Council. One of the problems the student council could help with is the lack of space at SCB. It is good to schedule a meeting with the Student Council twice a year to discuss bottlenecks in student sports. In addition, SWU Thymos is informed by the Student Council about the relevant developments of the university. The Student Council consists of three parties. Next to VeSte, the focus will also be on contact with the other two parties (S&I and CSF).

### 4.6 Wageningen Sports Council (In Dutch: Sportraad van de Gemeente)

In 2016, in consultation with the counsellor for sports, it was decided to create a new advisory board, named Sports Council. Its members are not appointed by the municipality, but the initiative comes from Wageningen sports clubs themselves. The Chair of SWU Thymos takes place every year in the board of the Sports Council and thus remains informed about the sports policy of the municipality. SWU Thymos has the position of Secretary and will take care of the minutes. Matters with which the Sports Council is concerned are improving the sports climate in Wageningen, creating partnerships between associations and giving attention to top athletes by means of organising the Sports Café. From 2018, the Sports Council is an association of which mainly citizen sports associations are members. The internal regulations and statutes were drawn up in 2019. During an GM, the Chair of SWU Thymos is present as a board member of the Sports Council and another SWU Thymos board member as representative of SWU Thymos.

### 4.7 Sports service Wageningen

Sports service Wageningen is committed to promote sports among all residents of Wageningen. They have partners in the welfare, education, and healthcare sectors. They focus on special target groups,

such as low-income groups and people with disabilities. Sports service Wageningen also rents out various attractions. In addition to this material, Sports service Wageningen can provide sports clubs with advice and, where possible, help with the organisation of events. Even though, Sports service Wageningen and SWU Thymos mainly have different target groups, there are situations in which they can help each other, because both parties have a lot of knowledge about sports policy. Finally, Sports service Wageningen actively participates in the meetings of the Sports Council to improve the sports climate in Wageningen, even though they are not officially in the board of the Sports Council.

#### 4.8 Former board members

Since the establishment of SWU Thymos, the boards have devoted themselves to Wageningen student sports for a year. Most of these former board members are still very involved with the sports foundation and would like to stay informed about the developments around SWU Thymos. Every year a reunion dinner is organised to which the former board members are invited, so that the new board gets to know its predecessors. In addition to the fact that it is nice to get to know all former members, keeping in touch is also very useful. In order to support this a Whatsapp Community was made in 2023. Former board members can be asked as volunteers and there are people who start their own company after their board year. These people can possibly be approached for sponsorship. To maintain the network of former board members, SWU Thymos was registered as a company on LinkedIn in 2017 (see 9.2.3).

### 5. Student sports associations

The 32 SSAs have a great influence on the sports climate in Wageningen and contribution to the diversity in the sports offer. In this chapter, the relationship between SWU Thymos and the SSAs will be explained. The boards of these SSAs mean a lot to Wageningen athletes and invest a lot of time in organising events and leading the association. Furthermore, there is collaboration with SSAs at various events and experiences of SWU Thymos. In addition, SWU Thymos supports the SSAs in various ways. The board therefore strives to involvement of the SSA boards in SWU Thymos through a continues encouragement. A more involved SSA board would more likely appeal to the knowledge of the board and other SSA boards

#### 5.1 Mutual involvement of SWU Thymos and SSA boards

##### *5.1.1 Lunches with SSA boards*

Throughout the year, SWU Thymos is closely involved with the SSA boards. In the first half of the academic year, each SSA board will have a lunch with the board to get acquainted. This moment is additionally used to gather information about the SSAs, such as: possible problems occurring, the boards goals and whether they use scripts. A questionnaire is sent to the SSAs before the lunch. The answers on this form help the board to prepare well. During lunch, the SSA boards are informed about what SWU Thymos can do for the SSAs. Next to that, the lunch is also meant as a nice get-to-know each other conversation. If the SSA boards have had a nice lunch, they will quicker and easier turn to the SWU Thymos board if they face a problem or have a question.

##### *5.1.2 SSA meetings*

In addition to the lunches, there is an evaluation meeting with the SSA boards and the Secretary of the board at the end of the year. During these discussions, it will be re-examined what the associations are facing, whether any problems have been resolved and if progress has been made in achieving the management goals.

In addition to the evaluation interviews, an SSA can ask for a performance review with the Secretary of the SWU Thymos board halfway the academic year. That is because some SSAs want to have more guidance, and this makes it easier for an SSA to access the board. This review is part of the professionalisation subsidy.

#### *5.1.3 Joining SSA trainings*

The SWU Thymos board strives to join all SSAs trainings once per academic year. This is to see how these trainings of the SSAs go and to increase the publicity of SWU Thymos among SSA members. The aim is to be present during these training sessions with as many board members as possible.

#### *5.1.4 Student Sports Council Meeting*

The Student Sports Council Meetings (SSCM) are the moments where SSAs influence the SWU Thymos policy. So, it is crucial that all SSA boards are present, if possible. The Student Sports Council Meetings offer opportunities for SSA boards to present relevant matters that can be discussed together. Each SSA board is asked to provide input for this Student Sports Council Meeting. SCB also provides an update at which it is possible for the SSA boards to ask questions to SCB.

After the Student Sports Council Meetings, all those present are treated with a drink in the Sports Pub to have an informal chat with each other and with the SWU Thymos board.

#### *5.1.5 Constitution drinks*

Several SSAs are organising a constitution drink because of their board change. To maintain and strengthen the relationship with SSA boards, the board of SWU Thymos will be present at these drinks. A requirement for the professionalisation subsidy level three is to organise a constitution drink or activity. In this way, the SSAs are stimulated to organise a constitution drink and thus improve the bonding between themselves and between SSAs and SWU Thymos.

## 5.2 Support

#### *5.2.1 Promotion for SSAs*

SWU Thymos supports the SSAs through promotion. For a detailed description, see chapter 9.

#### *5.2.2 Representation of SSAs at sports centre de Bongerd*

SWU Thymos represents the SSAs at SCB. SWU Thymos effectuates this by taking a critical look at the sports schedule together with SCB. In this way, the available spaces and times can be divided as fairly as possible.

Due to the growing number of students, the number of memberships of the SSAs are increasing too. Some SSAs cannot cope with the growth of memberships and set a membership stop or have created a waiting list. A shortage of training time and space is usually the reason for this member stop. For the SSAs to which this applies, a prospective members plan has been drawn up. SSAs keep track of how many members are on the waiting list to join the relevant SSA, so this can be included in the division of training spaces.

#### *5.2.3 Materials and grants*

SWU Thymos also supports the SSAs with materials and grants, this is explained in Chapter 10: Finances.

#### *5.2.4 FOS*

Once in every three years, a FOS (Financial Support for Students (In Dutch: Financiële Ondersteuning Studenten)) review takes place. SWU Thymos has a seat in the FOS committee, because several SSA boards also receive FOS. Prior to this review, a survey about the workload of the board year will be

conducted among the boards of SSAs. Based on this data, SWU Thymos will strive for a fair distribution of the FOS.

### 5.3 New SSAs

At the moment, there are 32 SSAs. SWU Thymos will be responsible for new SSAs for the first three years. In 2022-2023 The Seadragons still resorted under the responsibility of SWU Thymos. From 2024 and onward they will not be under the responsibility of SWU Thymos anymore and The Seadragons will be an association on their own. It is the task of SWU Thymos to stimulate recreational sport and thus to support the start-up of new SSAs. However, the added value of the association, the content of the association structure and the required training space are critically assessed by the board of SWU Thymos. The board of SWU Thymos is also committed to providing good support for the SSAs that were recently established, both financially and in an advisory capacity. This is done by occasionally asking for an update and scheduling an extra meeting twice a year with the new SSAs.

In addition, a protocol was drawn up in 2018 on what a new SSA can expect from SWU Thymos and which things SWU Thymos should be able to guarantee, when the SSA is established. It also describes which steps an association must take and which conditions the association must meet in order to become an SSA.

### 5.4 PhD student members of SSAs

PhD'ers with sports rights are allowed to make use of the facilities of SCB. In 2022, out of the 19 categories of PhD'ers, PhD'ers of 11 categories could stay members of SSAs, while PhD'ers of 8 categories could not. WUR has continued a change, which now means that all PhD'ers can be members of an SSA.

### 5.5 Sports rights

The member lists are imported by the SSAs themselves into the Bongerd Sport Application. With importing the members into the Bongerd Sport Application, it is visible which members have sports rights and which do not. SWU Thymos and, if necessary, employees of SCB (amongst others, Wendy van Vliet), will help with importing the members of the SSAs into the Bongerd Sport Application.

Next to that, in 2020-2021 the sports rights protocol was drawn up and enforced for the first time in 2021-2022. Every SSA has this protocol and there are consequences when they do not follow this protocol.

## 6. Acknowledged associations

This chapter discusses the acknowledged associations. When a sport is not offered by an SSA, a non-student association that does offer the sport can be acknowledged by SWU Thymos. In this way, the sports offer can remain as large as possible.

### 6.1 Relation with acknowledged associations

Students who are a member of an acknowledged association, can receive a subsidy on their membership if they have annual sports rights. SWU Thymos promotes these associations on its website and there is the possibility for them to get a stand or organise a game during the sports day of the AID. In addition, they are promoted in the sports guide, they have a flyer and SWU Thymos represents these associations at the information market during the AID, Winter AID and Open Days.

Since 2013, it has been established that, only once per academic year, SWU Thymos can request a compensation in the form of a clinic. During this clinic, the acknowledged association has the opportunity to promote itself. The clinics are given in exchange for promotion, offered to the associations by SWU Thymos.

At the moment, there are 10 acknowledged associations. In contracts with the associations, it is generally stipulated that the associations must give at least a 10% discount on the membership fee for students with sports rights who are members of the associations. The association can also make other arrangements in consultation with the board. The Secretary of SWU Thymos yearly checks which contracts are still valid and which need to be extended. At the start of the academic year the boards of the acknowledged associations will be invited by the Secretary of SWU Thymos for a coffee meeting. The SWU Thymos board will get to know the acknowledged associations.

## 7. Independent athletes

SWU Thymos also supports the independent athlete. Independent athletes are athletes who do not have a membership for one of the SSAs. SWU Thymos is committed to provide a good range of courses and lessons and sufficient hours for the TICs. SWU Thymos also organises events and experiences for all students (see Chapter 8).

### 7.1 Interests of the independent athletes

Independent athletes are athletes who are not represented by an SSA. Previously, the RC (Recreational Council) represented independent athletes, but it has been inactive since 2004 and was lifted in 2021. SWU Thymos is responsible for representing the interests of the independent athletes.

### 7.2 SWU Thymos Internal Competition

Every year SWU Thymos organises the Thymos Internal Competitions (TICs) in the sports knotsball, soccer, futsal, and beach volleyball. Both teams and individuals can register for the TICs. For each TIC, the teams are divided into poules of different levels of which the winners of the TICs will receive a prize. The TIC periods are fairly divided so all three rounds are approximately the same length. After each TIC, an evaluation is done for improvement.

SWU Thymos strives for an easy access on participation in the TICs. That is why there are no costs, there are different levels and participants do not need to be members of an SSA. However, everyone who participates in TICs is obligated to have sports rights as they use the facilities of SCB. An annual recurring problem is the participants without sports rights. The TIC website will be used to solve this problem. Only people with sports rights can be registered for TICs on this website. The Commissioners of Sports will continue to look at possible ways to implement more functions for the TICs on the website. The schedule of the TICs is made in Google Sheets. In this way, the most current schedule is available for the team captains. When teams want to reschedule a match, they can see immediately when and which field or hall is still available. Teams still have to send an email to request a rematch. The actual relocation of the matches runs through the Commissioners of Sports, or through the committee of activities, when they help in organising TICs just like in academic years 2021-2022 and 2022-2023. Starting in 2024 there will be a team captains meeting before the start of the TIC to inform the teams of the rules and how to behave.

## 8. Events

This chapter describes how SWU Thymos tries to improve the offered student sports in Wageningen by organising events. This chapter will elaborate on the various events that SWU Thymos organises. In addition, the policy of SWU Thymos concerning the GNSK is further specified and the role of volunteers, both at events and within committees, is highlighted.

### 8.1 Events and experiences

#### 8.1.1 *SWU Thymos experiences*

An experience is a special activity related to sports. This way, students can become acquainted with a sport-related activity that they would not normally do themselves.

There are several experiences that return annually due to their popularity or due to collaboration with another organisation. It is important that these experiences will remain for brand awareness as they are associated with SWU Thymos. It concerns the following experiences: Night Canoeing and Ice Skating. Previously also indoor skiing and gliding were part of the experiences that were organised annually. However, the indoor ski experiences is not organised anymore after 2022 due high costs and due to the fact that in 2024 there is a ski trip organised by SWU Thymos. Organising a gliding experience has not been possible for years. In addition, there are also possibilities for new experiences. The financial contribution of SWU Thymos in relation to the number of participants per experience will be critically examined.

#### 8.1.2 *SWU Thymos events*

SWU Thymos organises several yearly events. These recurring events are associated with SWU Thymos. Since 2020, the two biggest events are the Battle of the Associations (BotA) and the Sports Night. In addition, several tournaments are organised in a specific branch of sport. These are the Squash Tournaments, the Ball&Stick Tournament, and the Racket Tournament. However, the BotA and Racket Tournament both have not be organised in the last years. SWU Thymos also organises a popular Dance Evening. At some of these events, the presence of first aid is important. Due to the growing pressure on accommodation, the current and the upcoming board will jointly determine the dates of the events in the first few weeks that the new board takes place in the office. They will then pass on the dates for these major events for the coming academic year to SCB and the SSAs.

#### 8.1.3 *Other events*

##### 8.1.3.1 Sports gala

Every year, SWU Thymos organises the Sports Gala, which has been separated from the Dies Natalis since 2016. During this Sports Gala, the election of the sportsman, sportswoman, sports team and coach of the year is taking place.

##### 8.1.3.2 Lectures

In addition to sport events, four lectures are organised each year on a sports-related topic. These lectures can also be organised in collaboration with another party. In 2020, extra money was budgeted for the first time to hire a speaker.

##### 8.1.3.3 Health and Inclusivity Month

In previous years a Health Week was organised every year by SWU Thymos. In this week health is the central theme and various activities will be organised around this theme. The SWU Thymos board of '23-'24 is not big enough to organise a Health Week and has decided to combine the Health Week and

Inclusivity Month. This way we can focus on both health and inclusivity without organising an extra special week full of activities, lectures, and workshops.

## 8.2 Collaborations and volunteers

### 8.2.1 Collaborations

For the organisation of events and experiences, it is possible to collaborate with SSAs, other boards and organisations, acknowledged associations and SCB. The WUR Olympics is organised annually in collaboration with ISOW, ESN and/or S&I and the Ice-Skating Experience is organised together with ESN. At the Ball&Stick Tournament, VeSte helps with the preparations and during the event and the AID board helps during the BotA.

During the Dance Evening, Racket Tournament, the Squash Tournaments and the Ball&Stick Tournament, the involved sports associations are asked to provide volunteers to guide and promote their sport during the tournament. This collaboration is experienced pleasantly because knowledge, experiences and materials can be shared this way, which benefits the event. In addition, these partnerships ensure a greater reach and greater brand awareness for SWU Thymos and the involved sports associations. It also strengthens these relationships. These benefits also apply to collaboration with other (international) student organisations.

### 8.2.2 Volunteers

Volunteers are essential in the organisation of large events. Volunteers are people who help with and at the event. First aiders are not volunteers; they are paid. For the largest events committees are set up, such as the BotA, the Sports Night, the Health and Inclusivity Month and the Sports Gala. Experience has shown that former board members and volunteers of previous years are happy to help if additional volunteers are needed during an event. As volunteers are often hard to find, recruitment is started on time. The action plan can be used for support.

## 8.3 External events

SWU Thymos stimulates participation in major national student sports events, including the Batavierenrace, the Dutch Student Championships (NSKs) and the GNSK. This is stimulated by means of subsidies and promotion. SWU Thymos also promotes the Veluweloop and Student Winter Sports (StuWi), in case the SWU Thymos winter sports trip is arranged through StuWi. In addition, the Surf your Stress Week was organised for the first time in 2019, in which SWU Thymos played a organising and facilitating role.

## 8.4 Great Dutch Student Championships

Every year the GNSK board organises the GNSK in one of the student cities in the Netherlands. The GNSK consists of eight annually recurring sports, several changing optional sports, and a possible demo sport. Student Sports Netherlands (SSN) might change the content of the GNSK and will be more focussed on top sport. SWU Thymos wants to focus on competitive sport and not mainly on top sport. Therefore, SWU Thymos will remain critical of the structure of the GNSK. The board volunteers at the GNSK every year. SWU Thymos wants to point out that it is the task of the OSSOs to support the GNSK board.

## 8.5 Volunteers barbecue

At the end of each academic year, SWU Thymos organises a barbecue for volunteers. The barbecue is intended to thank all parties with which SWU Thymos has collaborated that year. This includes the SSA

boards, acknowledged associations, volunteers at events and the new board. The Commissioners of Sports will keep a list of invitees.

## 9. Promotion and brand awareness

Various channels are used to promote SSAs, acknowledged associations, various activities that SWU Thymos organises and subsidies that SWU Thymos pays out. The primary means for promotion and information are the website, News Mail, Facebook, Instagram, flyers, posters, and narrowcasting. All promotional resources are discussed in this chapter.

### 9.1 Website

The website is a source of all information about events, subsidies, SSAs, acknowledged associations, the TICs and SWU Thymos itself. All (printed) promotional materials will refer to the website for more information. So, it is crucial that the website is kept up-to-date and that everything on the website is correct. To make it clear that the SSAs are also part of SWU Thymos, information can be found about the SSAs on the website. There is a page with the names of all SSAs and a link to their own website. When a new SSA has been established, it will be added to the website as soon as possible.

### 9.2 Social media

#### 9.2.1 Instagram

SWU Thymos has an Instagram account since 2015. Photos are regularly posted here. The Instagram page is mainly intended to show the daily activities of the board and to promote SWU Thymos events and experiences. This gives people a better idea of what a board year at SWU Thymos entails and increases accessibility. The goal is to post a regular post on Instagram at least once per week. In addition, stories have been posted as often as possible since 2020, so the Instagram algorithm will automatically place the regular posts higher in the news overview.

#### 9.2.2 Facebook

Facebook is an important medium amongst students. That is why the Facebook page of SWU Thymos is actively used. Information about events, experiences, TICs, subsidies, and other developments in the field of sports is posted here. Because the SWU Thymos Facebook page mainly reaches people who already know SWU Thymos, the Wageningen Student Plaza group is being used from 2019. SWU Thymos will look for other ways to reach a larger audience.

The aim is to post a maximum of one post per day and Facebook events are created for major events and information sessions (lectures, interest evenings) otherwise too many posts will be posted. Paid promotion can be used for major events and board recruitment.

#### 9.2.3 LinkedIn

SWU Thymos is registered as a company at LinkedIn. It can be used for sponsorship, finding speakers for lectures, and attracting new board members. It is also useful to form a network of former board members. There are multiple SWU Thymos accounts on LinkedIn, so the right/active one has to be selected and the others have to be deleted.

### 9.3 Promotional materials

#### 9.3.1 SWU Thymos News Mail

Many event surveys show that the News Mail is one of SWU Thymos' main promotional tools. The News Mail is a monthly promotional action with which many students with sports rights are informed at once

about upcoming events, experiences, subsidies, and other sports-related items. A link will be added where people can find and/or submit more information, which makes it easier for people to register for events, tournaments, and experiences.

### *9.3.2 Posters and flyers*

Posters and flyers draw attention to upcoming events and to the social media and website of SWU Thymos. To ensure that all promotion opportunities are utilized, the Commissioner of Publicity has a list of spots where posters can be attached to the wall and lots of students pass by. There is a standard template for experiences, which is available to use. For event posters, ideally, an own design will be created. The posters will also be created in a different size than just the standard measurements for a poster, needed to post the poster on Instagram and narrowcasting if wanted.

Twice a year the event calendar is updated and published on the SWU Thymos website. The calendar shows the events and experiences of the coming months. Previously, this events calendar was always printed out in the form of posters and flyers, but this is not done anymore with a view to sustainability. The events calendar can only be found on the website of SWU Thymos, and a reference will be made to the events calendar in the News Mail of SWU Thymos. Every month the activities of that certain month will be posted and pinned on the SWU Thymos Instagram account.

### *9.3.3 Sports guide*

The sports guide provides a lot of information about student sports in Wageningen. This guide describes what SWU Thymos does and describes what all SSAs, acknowledged associations and all lessons and courses of SCB are. The sports guide is provided to all new students in Wageningen during the (Winter)AID, the Open Days and at the front desk at SCB. In 2019 it was considered whether a Dutch version would still be needed, it was then decided that an English version would suffice. That is why the sports guide will only be published in English.

### *9.3.4 Association folder*

In recent years it has become apparent that SSAs often want to change their folder because it contains incorrect information. In addition, it has turned out that many folders often remain. Because of this a protocol is drawn up in 2020 and will be used from 2021 onwards. There are also flyers for all acknowledged associations.

During the (Winter)AID and Open Days of WUR, these folders and flyers are at the SWU Thymos stand. Since 2023, handing out folders and flyers is not allowed during the AID, but people are allowed to look and read the folder at the stand. An idea for the AID of 2024 is to put QR codes at the SSA stands which people can scan to directly have the folder on their phone. A bundled version of all folders can be found at the front desk in SCB.

### *9.3.5 Other promotional material*

There are various other promotional materials. These are banners, business cards, coasters, stickers, pens, (beach)flags and blue balls. In addition, there is a poster box in the hallway near the dressing rooms. The Commissioner of Publicity regularly updates this poster box. Finally, in various university buildings narrowcasting on screens can be used.

In the Sports Pub of SCB there is a wall where the logos of SSAs can be attached. SWU Thymos ensures that this wall remains up to date.

SWU Thymos will also look for promotional items that are longer usable and useful. For example, card holders for the mobile phone have been ordered for the AID. The SWU Thymos bidons were very popular during the 2023 AID.

#### *9.3.6 Copyrights*

With any form of publication that uses photos from the internet, it is important to ensure they are not copyrighted. The Commissioner of Publicity will therefore use photos from copyright-free websites or use photos that are taken during own events and experiences, which can be found in the archive.

### 9.4 Open Days and Student for a Day

During Open Days and Student for a Day, SWU Thymos represents student sports in Wageningen, including the SSAs. This is done, among other things, by being present on the bachelor open day and by giving guided tours on the SCB on request.

### 9.5 Sports committees of study and student associations

Many study and student associations have a sports committee. These sports committees can be approached to promote events such as the BotA. The board has all contact data of the study and student associations. Furthermore, many requests are made by the sports committees to organise activities at SCB. In many situations, attempts will be made to organise something together, in this way SWU Thymos can link its name to increase brand awareness.

### 9.6 (Winter-) AID

#### *9.6.1 Promotion opportunities during the AID*

During the AID, many first-year students get to know the student organisations in Wageningen for the first time, including SWU Thymos. As a first impression is important, special attention is paid to the presentation and presence of the new board, the SSAs and the acknowledged associations during the AID. The SWU Thymos board will use various possibilities during the AID to promote the entire student sport in Wageningen. SWU Thymos will be present at the sports day, the information market, the Campus Games and maybe the Crazy 88.

#### *9.6.2 AID bags*

In previous years, SWU Thymos had the possibility to provide the AID bags with its own promotional material, for both the AID and the Winter AID. This promotional material will consisted of the SWU Thymos sports guide. As of 2023, the AID bags are not a part of the AID anymore.

#### *9.6.3 Sports day*

The sports day is ideal for promotion. This is organised in collaboration with SCB and the AID board. During the opening of the sports day, the Chair of the new board will give a short speech so that the first-year students can get to know SWU Thymos and the sports facilities. A part of the sports day is the sports market where all SSAs and acknowledged associations have a stand and can promote themselves. Another part is that various sports are practiced, which are supervised by SSAs, acknowledged associations, the (new) board and teachers of SCB.

#### *9.6.4 Information market*

In addition to the sports market, SWU Thymos decorates a stand every year on the information market in the Arboretum Belmonte, where it represents all SSAs and acknowledged associations in addition to itself. Furthermore, SWU Thymos will promote the sports offer and facilities of SCB. SWU Thymos is

committed to ask for stands for the SSAs on this information market by lobbying the AID board. SSAs themselves will make use of lists of interest, where everyone interested can register themselves.

#### *9.6.5 Other activities during the AID*

In addition to the sports day and the information market, there are several activities where SWU Thymos can promote itself. At the AID, the board will strive to show SWU Thymos as much as possible, by being present during the Campus games and the Crazy 88. By organising a playful game, such as the soccer dartboard in 2019, people remember SWU Thymos better. By becoming known to students on the first day, they will also recognise SWU Thymos more quickly on the days that follow. Also, in 2019 dinner took place in SCB in collaboration with several SSAs. This was seen as positive and will therefore be continued in the future, as it is also a great opportunity for promotion. This could be an option again for the future.

#### *9.6.6 Winter AID*

During the winter AID, SWU Thymos is responsible for the sports afternoon, which includes a sports market. This is organised under the supervision of the WUR project leader diversity & inclusion. In collaboration with some SSAs this afternoon will be fulfilled. Sometimes the winter AID coincides with the SWU Thymos winter sport. Former board members can then be asked to help.

Every year we look at the evaluation of previous years in order to continue improvement of the sports afternoon. SWU Thymos will be looking at other possibilities where SWU Thymos, the SSAs and the acknowledged associations can promote themselves even more.

### **9.7 External publicity**

#### *9.7.1 Spread the WURd*

Spread the WURd is the social media team of WUR that resorts under a communication advisor for information and recruitment. On behalf of WUR, a group of students maintains the Instagram and Facebook page by regularly posting messages. The WURporters are part of this, they provide the YouTube account. In 2018, a promotional video was made of all SSAs. SWU Thymos and SSAs can also use this video as a promotion. When new SSAs are created, they will be added to the video by SWU Thymos.

#### *9.7.2 The Resource*

The Resource is a magazine and is published once every two weeks. The target group is students and employees of WUR. The event calendar and newsletter are sent to the Resource so they can choose the events they want to publish. If a SWU Thymos related item is written by the Resource, we will ask to first send the documents to SWU Thymos for a check and allowance before publishing. The Resource is curious about the performance of SSAs and individual athletes, as well as other important events at SCB such as the construction of the climbing wall. SWU Thymos can, if important events occur, send them to the Resource for promotion.

### **9.8 Evaluation of promotion**

The smiley pole was used for the first time in September 2019, which revealed that 75% of the visitors to SCB were aware of what SWU Thymos is and that over 50% were aware of the activities organised by SWU Thymos. The smiley pole can be used to see what the reach of SWU Thymos is outside SCB. In addition, a SCB-Thymos survey is sent every other year among all students with sports rights and employees of SCB.

## 10. Finances

This chapter explains the policy-points concerning the finances of SWU Thymos. A comprehensive overview of the finances can be found in SWU Thymos' balance sheet, budget, and associated disclosures. The budget is not discussed in this policy plan.

### 10.1 Accounting

The Treasurer does the SWU Thymos accounting in the Exact program. This contains all incomes and expenditures. In addition, a balance sheet and settlement are made at the end of the financial year. The Financial Control Committee (KCC) can always be consulted if you have any questions about accounting. The control of the accounting will also be mainly done by the KCC.

### 10.2 financial records

#### *10.2.1 Draft budget and budget*

The draft budget and the accompanying explanatory notes must be carefully drawn up. This, among other things, is important to be able to provide a proper substantiation of the amount of subsidy that is requested from WUR. The final budget for the coming year is drawn up in October and discussed and approved at the last Student Sports Council Meeting of the calendar year. From 2019 on, the Treasurer will emphasise the subjects that mainly concern the SSAs during this Student Sports Council Meeting, in order to clarify the explanation of the budget.

#### *10.2.2 Settlement and balance*

In the first two quarters of the calendar year, the settlement and balance will be presented at the Student Sports Council Meeting. Afterwards it will be voted on. The actual expenses and income of the past year are accounted for in the settlement. The assets, liabilities and equity are accounted for in the balance sheet. The settlement and balance are checked by the KCC a few weeks before the Student Sports Council Meeting. During the Student Sports Council Meeting, the KCC can advise on the financial state of SWU Thymos and whether the settlement should be approved. From 2020 on, the Treasurer will emphasise the subjects that mainly concern the SSAs during this Student Sports Council Meeting, in order to clarify the explanation of the settlement and the balance sheet.

### 10.3 Equity

The desired level of SWU Thymos' equity capital was discussed with a WUR financial employee. This agreement took place in 2020 and states that the equity ideally 20-35% is of WUR's annual contribution. This contribution from WUR is currently €70,000. This amounts to an own equity between €14.000 and €24.500. In past years, SWU Thymos managed to decrease its own equity from €50.927,17 on the 31<sup>st</sup> of December 2019 to €28.693,15 on the 31<sup>st</sup> of December 2021. Currently, the SWU Thymos equity is in the advised range of WUR.

### 10.4 Financial check

Until 2015, the bookkeeping was checked by an employee of the university. Financial control from WUR is currently limited. From 2020 on, financial advice will only be requested from a few WUR employees, an appointment will be made twice a year for this. Structural control does take place from the KCC, and an extra substantive control is instituted by the KCC before the change of the board. From 2021 onwards, an accountant checked the previous bookkeeping and will continue to do so in the future.

Since 2022, an additional financial check was established for transactions above €1000. Both the Treasurer and Chair of SWU Thymos need confirm the transaction separately with the identifier.

## 10.5 Vice-Treasurer

The main task of the Vice-Treasurer is to support the treasurer during conversations and negotiations. It is also important for the Vice-Treasurer to keep track of financial skills, by checking with the Treasurer and performing actions himself once every two months. Usually, the Chair is the Vice-Treasurer. The Vice-Treasurer will receive their own bank card to pay for activities in case the treasurer is not present. It is the intention that the Vice-Treasurer can temporarily take over the most important tasks of the treasurer. It is the treasurer's job to keep the Vice-Treasurer informed.

## 10.6 WUR contribution

Until 2015, SWU Thymos received a fixed contribution of €55,000 from WUR. Due to the rising student numbers, the establishment of new SSAs, more individual subsidy applications and more requests for material, WUR has decided to increase the annual contribution to €63,000. At the end of 2016, consultations were held with the policy officer of ESA, in which it was said that there is no intention to adjust this amount downwards despite the large equity capital. In 2018, new negotiations were conducted to receive more subsidy from the university. This was necessary to equal the increase in costs. These costs have increased in recent years due to growing student numbers and growth in the number of SSAs. In addition, SWU Thymos has developed a number of permanent activities in recent years (sports gala, volunteer barbecue, New Year's reception, etc.) for better profiling and to professionalize itself. Since 2019, the subsidy has therefore been increased to €70,000. In 2020 and 2021 the contribution was not fully paid out, because SWU Thymos had less expenses due to the coronavirus pandemic.

Next to the WUR contribution, SWU Thymos also receives a sponsor budget and clothing budget from WUR. The sponsor budget can be used for activities and events organised by SSAs, when they promote the WUR. The clothing budget can also be used by SSAs when they order new (match) clothing. The WUR logo must be clearly visible. The sponsor budget and the clothing budget together is almost €6000 on top of the €70,000 WUR contribution.

## 10.7 Subsidy schemes

### 10.7.1 General

By means of various subsidy schemes, SWU Thymos tries to keep sports affordable and thus accessible for students. The subsidy schemes are discussed in this section. There are subsidies for both SSAs and individual athletes. The conditions for applying for these subsidies can be found in the by-laws of SWU Thymos.

### 10.7.2 Management subsidy and training (*In Dutch: kadervorming en opleiding*)

The education subsidy covers costs made by SSA members for management training that directly benefits the SSA. Practice shows that many SSAs are not aware of the subsidy for management training. However, this subsidy is important to make sure that SSAs can continuously provide high-quality training courses in the absence of professional trainers. To point out the existence of this subsidy, it will be brought up in the Student Sports Council Meeting in November and during the SSA lunches.

### *10.7.3 Association subsidy*

The association subsidy is given to each SSA and amounts to €120 per year. The condition of this subsidy is that SSAs must submit their most recent budget, clearance, and balance before the 1st of April to the board of SWU Thymos.

### *10.7.4 Clothing subsidy*

In 2018, a start has been made on phasing out clothing reserves. Previously, a sum was reserved for every SSA based on the number of members. The associations could fill out a subsidy application when they ordered new (competition) clothing. SSAs can make use of this reserve until December 31st, 2019, after which it was cancelled. From January 1st, 2019, onwards, a new regulation applies that aims to prevent a build-up of clothing reserves. In this scheme, SSAs receive a certain amount for (competition) clothing that they can spend throughout three years. The amount of this subsidy depends on the number of members with sports rights registered in the Bongerd Sport Application. This three-yearly subsidy causes for a lot of disbalance on the clearance. Starting in 2024 a yearly clothing subsidy is implemented to solve this problem.

### *10.7.5 WUR sponsor budget*

As mentioned in 10.6, in addition to the subsidies from SWU Thymos, the SSAs can also claim the WUR sponsor budget. Each year, SWU Thymos receives an amount of €2,270 from WUR to spend on sponsor applications for sports events attended by students from other institutions than WUR, such as NSKs (Dutch Student Championships) and student tournaments. This subsidy is granted by the WUR communication department. SSAs can receive €150 in sponsor budget if the conditions stated in the regulations are met. This can be supplemented up to €300 if a loss is made by the SSA for organising the event.

### *10.7.6 NSK (Dutch Student Championships) subsidy*

SSAs organising a NSK can claim the NSK subsidy of up to €200 if a loss is made at an NSK. This only applies if this shortage was not caused by the negligence of the organising association. The shortfall will first be compensated with the WUR sponsor budget (see 10.7.5) with a maximum of €300. If the association has made more losses, then this subsidy can be claimed.

### *10.7.7 Individual subsidy: participation in sport events*

Students with sports rights can receive an individual subsidy for the Batavierenrace, the Veluweloop, the GNSK, an NSK, and other sports events with a participation fee of more than €10. There is a separate subsidy for the Batavierenrace, the GNSK and the Veluweloop. For participation in the Batavierenrace and the Veluweloop, a subsidy of €5 per person can be requested. Students can receive a subsidy of €15 for the registration fee of the GNSK. Since 2019, students without sports rights can also apply for this GNSK subsidy. A maximum of €45 per person per year is granted for the individual events subsidy, with a maximum of €25 per request. Two subsidy requests per sport per person are allowed, with the exception of NSKs. Applications for individual subsidies must be submitted within one month after participation in the sports event. Students with sports rights are made aware of this subsidy scheme via the News Mail, social media, the SWU Thymos website and possibly their SSAs. SSAs can ask for the subsidy on behalf of their members, if they provide a clearance with their application. This way it can be checked if the money is meant for their individual members.

### *10.7.8 Individual subsidy: acknowledged associations*

Students with sports rights who are members of one of SWU Thymos' acknowledged associations can receive subsidy on their membership fee. Acknowledged associations are asked to promote this scheme

among its members. In addition, students are made aware of this scheme via the News Mail and social media. The maximum subsidy is €50 per year.

#### *10.7.9 Professionalisation subsidy*

The goal of the professionalisation subsidy is to stimulate the SSA boards to professionalise both themselves and the association. The amount of the subsidy is dependent on the degree of professionalisation. The SWU Thymos board specifies different three levels of professionalisation. The amounts that can be received by an SSA are respectively €50, €100, and €150, per calendar year.

#### *10.7.10 Subsidy for external training locations*

SSAs that organise, outside of its regular trainings, a training on an external location can get a subsidy for this location when the training is relevant for the sport of the SSA. An external location is a location that is different of the regular training location. The subsidy amounts 50% of the rent of the external location, up until a maximum of €150. SSAs can apply for this subsidy multiple times a year if they do not exceed the maximum of €150.

#### *10.7.11 Material requests*

SSAs can receive small materials from SWU Thymos. Requests for small materials must have the approval of the trainers of the SSA. SSAs without a trainer must have approval of their sports coordinator. The board will critically examine the necessity of the requested materials. First, it will be check if there is still used material from SCB available before new materials are purchased. Since 2019, there are two application moments per calendar year, namely April 1<sup>st</sup> and November 1<sup>st</sup>. These applications are then, after these deadlines, assessed by the board. Urgent material requests that cannot wait until April 1<sup>st</sup> or November 1<sup>st</sup> can be requested earlier.

In principle, SWU Thymos is responsible for small materials while SCB is responsible for large materials. Determining whether certain materials are large or small is done in consultation with SCB.

## **10.8 Rental and sale of equipment**

### *10.8.1 Rental of materials*

SWU Thymos possesses various materials that can be rented by Wageningen students for sports-related purposes, such as a digital photo and video camera, a GoPro, walkie-talkies, stopwatches, and megaphones. There is a list of materials that can be rented. This is kept up to date by the Treasurer, so that it is clear to the board and Wageningen students what can be borrowed. When material is rented, a contract must be signed. Furthermore, rent has to be paid for some materials. In 2019, the rental prices for the materials have been established.

### *10.8.2 Sale of materials*

SWU Thymos sells frisbees and knotsen and socks. This is promoted via the News Mail on a regular base. An inventory list of the available material that students can buy will be kept up to date. In 2019, SWU Thymos looked into the possibilities to stop selling frisbees. In consultation with WAF, it has been decided that SWU Thymos will continue selling frisbees, because it requires only little effort for SWU Thymos.

## **10.9 Insurances**

SWU Thymos previously had an accident and liability insurance that covered all SSAs. Since 2018, a board and company liability insurance applies. This insurance protects SWU Thymos board members from being personally liable for damage wherefore board members would be liable when the Treasurer

of the board would take all the money from the bank account and go abroad. Interpolis' corporate liability insurance ensures that the liability of SWU Thymos is insured in the event of damage.

SSAs currently fall under the liability insurance of WUR when they train on the SCB site. This arrangement does not apply to their own activities and tournaments, SSAs will have to see for an insurance themselves for this.

### 10.10 Emergency loans for SSAs

In the past there have been SSAs that had problems with their finances. In this case, an SSA can apply for a loan from SWU Thymos. In 2019, the scheme and its conditions were written out and included in the by-laws.

### 10.11 Sponsorship policy

SWU Thymos receives an annual subsidy from WUR as described in 10.6. Additional sponsors can be recruited for events. Until 2018, there also was an overarching sponsor committee for SSAs to look for joint sponsors (Business4Sports). Due to the little interest in this committee from the SSAs, the committee was made dormant. If enthusiasm for a restart of the committee is noticed by SWU Thymos, this will be considered. SWU Thymos encourages SSAs to actively look for sponsors themselves, because sponsors can be of great value to them.

## 11. Important themes in Wageningen

This chapter discusses the vision of SWU Thymos regarding important themes in Wageningen. The focus will be on internationalisation, sustainability, and mental/physical health.

### 11.1 Internationalisation

#### *11.1.1 International students in Wageningen*

WUR has students of many nationalities, and the number of international students is constantly increasing. That is why SWU Thymos' communication towards students is predominantly in English. During lunches with the SSA boards, the number of international SSA members is asked to see how they deal with internationalisation within their SSA. In 2019, it has been decided that more swimming courses will be offered as these are very popular among international students. SWU Thymos makes a financial contribution to this.

#### *11.1.2 Collaboration with international organisations*

The promotion of events and other SWU Thymos-related things are aimed at all WUR students and as a result a large part of the promotion will be published in English. ESN, ISOW and S&I will also be asked to communicate about our events in their news mail or through any other medium. SWU Thymos also organises several yearly events with ESN and/or ISOW (see 8.2.1). At the beginning of the academic year, these organisations will be invited for a coffee appointment to see what SWU Thymos and these organisations can do for each other in the coming year.

#### *11.1.3 International image of the SWU Thymos board*

Due to the large number of international students in Wageningen, SWU Thymos wants to create an international atmosphere. The sports foundation uses an English-language logo and the printing with function names on the board clothing is in English. The Christmas and constitution card will also be issued in English. The policy is in English from 2021 onwards. In 2019, the first documents were translated into English, being the by-laws, the articles of association, the general terms and conditions, and the privacy statement. All board members must also be able to communicate well in English. This

is important during events, when sending emails, or during an English Student Sports Council Meeting. To gain more experience in this area, it is advised to hold one board meeting in English once in a while. The minutes thereof are made in English. In addition, the board strives to present as many Student Sports Council documents in English as possible. The board will also continue to have the option of taking an English course, if necessary, in order to be able to communicate better in English.

#### *11.1.4 International SSA boards*

There are several SSAs that have international students within their boards. As a result, SWU Thymos will do all SSA-related communication in English, unless it is clear that the entire SSA board is Dutch-speaking. SWU Thymos can always be reached in Dutch.

## 11.2 Sustainability

An important theme in Wageningen is sustainability. Since 2019, SWU Thymos has been more committed to this. A sustainable printing policy has been drawn up for flyers, folders, posters and cards. In addition, the Student Sports Council agenda and minutes are no longer printed but will be shown on the beamer if there are questions concerning them. In 2021, SWU Thymos transferred from the Rabobank to the more sustainable Triodos.

## 11.3 Health and inclusivity

In recent years it has become apparent that increasingly more students are struggling with stress and burnout complaints. For this reason, includes SWU Thymos mental health as a theme in its policy. For example, SWU Thymos has a supporting and organising role in the Surf Your Stress Week (see 8.3). Furthermore, the aim is to organise lectures regarding the combination of mental health and sports.

Also, inclusivity is an important topic. Everyone should feel safe and welcome at WUR and SCB. To teach people more about inclusivity the Inclusivity Month was organised in previous years.

## Credits

This policy was written by the SWU Thymos board of '23-'24. Writing the policy in the Secretary's task, however the whole board has put a lot of effort in this policy by giving input, feedback and showing creativity. I want to say thank you to my two sweet board members for making this policy possible:

Kjell Tolsma  
Chairmen SWU Thymos board '23-'24

Marrit Bosch  
Treasurer SWU Thymos board '23-'24