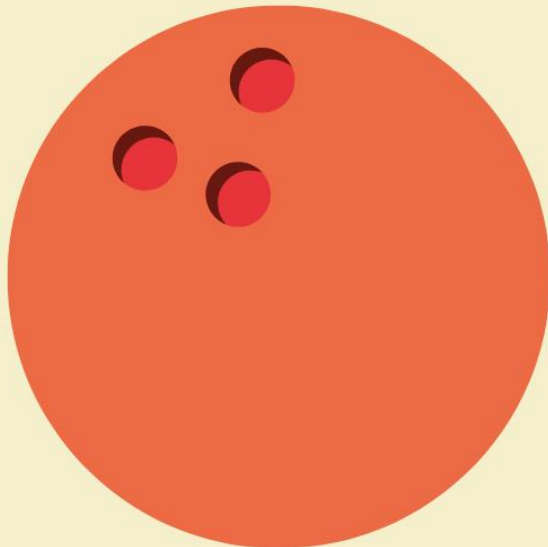
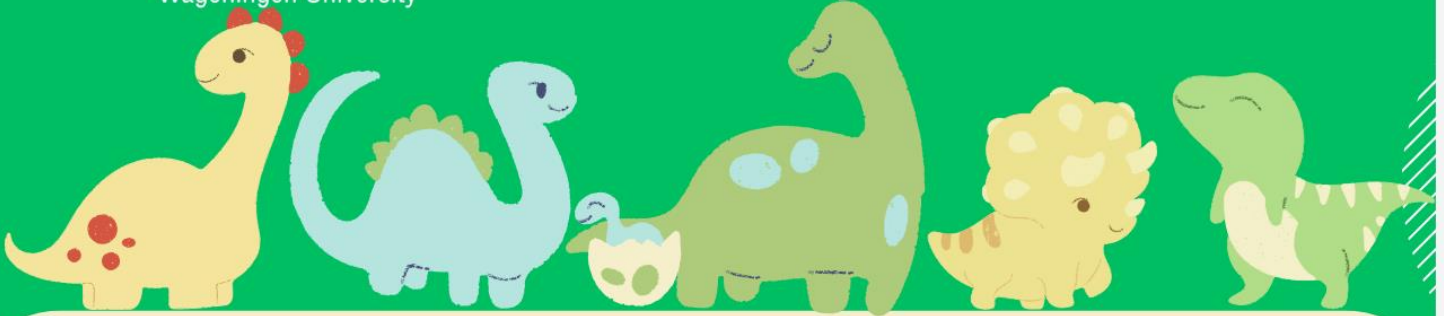




Thymos
Sports Foundation
Wageningen University

SWU Thymos Policy 2025



“Life is like a box of
raisins”

Board 2024 - 2025

Preface

You are in a bowling hall in Sneek, in the northern part of the Netherlands. Every ball you throw goes in the gutter. Even the computer screen starts to worry about you and starts to give hints to get an alcohol free beer instead of a normal one. Sadly, you didn't drink any alcohol, but you are just really bad at bowling. Your board members on the other hand are throwing spares and strikes as if it is nothing. The amount of points you got during the whole afternoon is the same as they get in one go and you give up the winning spirit, because why would you keep up that spirit.

After two long hours of bowling, you get the bowling ball again and it feels different. It feels good. Better than it did when you started bowling and especially better than with your last throw. You do not know what changed, but you decide to like the feeling and go and throw your ball. You walk up to the bowling lane and throw your ball. That is the moment it all gets clear. Your bowling ball rolls towards the bowling cone and it leaves behind a track of raisins. Wait? It leaves what?

Raisins come out of your bowling ball and the whole lane is now covered in raisins. When the ball returns, you see that it was completely made out of boxes of raisins. You are very surprised. In the corner of your eye you see that all cones fell down, you threw a strike! A childlike cheerfulness spreads through your body and your spirit is coming back.

The boxes of raisins brought you back to some enjoyable childhood memories and gave you back the spirit, while everything went wrong. Sometimes things do not go as planned. That's okay. In this story the raisins gave you some happiness, the happiness you experienced as a child. Children are normally way more positive, happy and free than adults, while as an adult it is still possible to feel positive, happy and free.

With the board of '24-'25 we try to give people some positive, happy and free feelings during the activities we are going to organize! Because who wouldn't want to be... forever young? This is why our policy is called: "Life is like a box of raisins". Keeping yourself young for the rest of your life. In 2025 we want to focus on organizing activities that haven't been organized for some time because of a shortage of board members. Communication to the outside world for promotion, but also to the SSAs will be another key point in our policy. The main goal this year is to bring SWU Thymos back in the picture and create some visibility for everyone!

"Raisins – just like our board year, a box of raisins is richly filled with raisins"

On behalf of the SWU Thymos board '24-'25,
Elsa Geerts
Secretary/Vice-Chair

Abbreviations

AID	Annual Introduction Days
BED	Board Education Days
BotS	Battle of the Studies
CCP	Confidential Contact Person
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	Overkoepelende 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)
TIC	Thymos Internal Competition
WUR	Wageningen University and Research

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Introduction

This is the policy of SWU Thymos 2025, called 'Life is like a box of raisins'. This policy will function as guideline to the board of Sports Foundation Wageningen University Thymos (SWU Thymos). This policy will be implemented in 2025, first by the board of 2024-2025, and will then be continued by the board of 2025-2026.

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 2025. 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 2024-2025 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. In this academic year, the board consists of six (!) board members, instead of the three/four board members last years. The new board focuses on bringing back activities that have been cancelled last years due to a shortage of board members.

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. Important topics that next board should carry on with, will be handed over at the end of the year.

1. Communication

1.1 Internal communication

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 to SSA boards. The SWU Thymos board of '23-'24 started reviewing and updating the documents on this drive. The board of '24-'25 will continue with the updating of the drive, so it remains relevant for SSAs.

The board of SWU Thymos of '24-'25 also wants to update the SWU Thymos website. The website is not structured properly and contains too many tabs. We want to make less tabs with more structured content. WUR wants to change their entire website as well. Currently, our website is part of the WUR website. We will look into the opportunities to make our own separate website, so that we can easily change our content when needed.

The board of '24-'25 thinks the SSA news mail is not a very effective way to communicate important news to the SSAs. We feel like very few people read the mail. Other mails are read more carefully and thus work better to communicate deadlines and other important information, regarding training times etc. We will thus try to send important information in 'normal' mails. Next to that we want to inform SSAs in time when something changes regarding their training times. It might occur that we really need a sports hall for an event. If this is the case, we will let associations know 1 or 2 months in advance, so they have enough time to plan a nice different activity or to make people enthusiastic about coming to our activity.

1.2 External communication

The updated website will also help independent athletes and other non-SSA members to find information about SWU Thymos more easily. It will be easier for people to locate our events and subsidy forms. Event promotion will not only be on the website. Our main promotion will be by Instagram, posters in university buildings and on the narrow casting in university buildings. Face-to-face promotion will also be used as we think this is a really effective way of promoting events and other activities. For example, we will go around the study association hutches to make their boards enthusiastic to join and promote our activity.

To avoid confusion at SSAs and independent athletes about the sports rights protocol, the SWU Thymos board of '23-'24 planned to make a frequently asked questions (FAQ) document to communicate the sports right protocol. Because of time shortage they didn't make one. The board of '24-'25 is planning to make this FAQ document this year.

2. TIC and events

2.1 TIC

Last years the TIC got less popular, especially the knotsball TIC suffered a big decrease in competing teams. At the moment there is a lot of space and time for us in the halls, which we do not use. That is a shame, so we will start promoting the TIC more and look for a way to use the halls more efficiently. We are planning on going around the study associations to make them enthusiastic to make a knotsball team for their association. We also think that groups within student associations, chair groups of the university and other associations might be interested in forming a knotsball team. It is not easy to reach all these groups, but by putting up posters in student living buildings, university buildings and student associations when possible, we hope to reach as many students as possible.

The SWU Thymos board of '22-'23 introduced team captain meetings before each TIC round. We think those meetings are really valuable and have a positive effect on the TIC. Team captains do not like

coming to the same meeting three times a year, which we understand. We will continue the team captain meetings this year, but only new team captains have to attend the meeting. People who have been team captain before, only have to attend the first meeting of the year.

2.2 Old and new activities

Last years the SWU Thymos board didn't have six members and therefore suffered some time shortage. Some activities were taken out of the program because there simply wasn't enough time to organize everything. This year, we are with six board members again, so there is more time for organizing activities. We are planning on bringing back some old activities and we have some ideas for new ones. Thus, there will be more activities than last years. However, we prefer to focus on some bigger activities instead of a lot of small activities. The 'extra' activities that we organize compared to last years have different target audiences, so there is something to everyone's liking.

2.2.3 Old activities

Old activities we want to bring back are the Battle of the Studies (BotS), a squash ladder, and the (full-time) Board knotsball tournament. The BotS is focussed on study associations, while the squash ladder is meant for people who play squash for fun but want a little competition. The fulltime board knotsball tournament is meant for fulltime boards and is a nice way to get all fulltime boards together for a nice afternoon of having fun and getting to know each other.

2.2.4 New activities

This year some new activities will be introduced. Firstly the 'buddy borrel'. This will be an evening where you can have a drink and find some people who like the same sport as you do who want to work out together. We will promote the 'buddy borrel' for running, going to the gym, climbing and tennis, but other sporters are welcome as well. This drink will be focussed on individual sporters, but is open for everyone. It will be organized just after the Winter W'Meet U Days, so that people who are new in Wageningen can find some sports buddies. The Duo Tournament is another new activity. You will sign up with a duo and play some different games in the same duo, but against or together with different duos. This way you can get to know a lot of other people while you are in companionship of a good friend. The duo tournament will be a new big activity that we hope will continue coming years.

3. Safe and inclusive sporting climate

3.1 CCPs

CCPs are a hot topic last years. We think social safety is really important, but CCPs are not the only way to create a socially safe association. It is important that SWU Thymos has two CCPs so sporters from SSAs and other people/sporters have a place where they can go to get the proper help with issues they experience. We think it is beneficial if a CCP stays in their role for a longer time. A CCP also should not be a board member. That's why we want to look into the possibilities of keeping the same SWU Thymos CCPs for multiple years.

SSA members do not always know about the existence of the SWU Thymos CCPs. This year, we want to bring our CCPs more in the picture for SSAs. A lot of SSAs want their own CCP but that is not possible if it is a small association. It is important that the SSA boards know that they can direct their members to SWU Thymos CCPs if needed.

To bring the SWU Thymos CCPs in the picture, they are showed on the narrow casting within the Bongerd. They are also put in the SWU Thymos News Mail. During the SSCM, the new CCPs will also be introduced to the SSA boards. In the professionalization subsidy, boards get a subsidy if they have

the SWU Thymos CCPs on their website. This way we hope to bring our CCPs in the picture as good as possible.

3.2 Connecting through sports

Sports are meant for everyone. Everyone should be able to sport if they want to. Sports associations and working out is not only a way to get fit, but also a way to relax, get together with friends, and most importantly: make friends! Sporting is a great way to get to know like-minded people. After your work out you can hang out in the Sports Pub and have a drink. Sport is a real social event. That is why the SWU Thymos board of '24-'25 wants to stimulate the connecting of people through sports! As said before we want to organize a buddy borrel and a duo tournament. We think this contributes to this goal of connecting through sports.

4. Representation and brand awareness

It is important for the continuation of SWU Thymos that (sporting) students in Wageningen know of the existence of SWU Thymos. We think it is therefore important to be present at many events to promote and show ourselves. SWU Thymos is also active on the social media platform Instagram. Students can find all our events and activities there, as well as some information about doing a board year at SWU Thymos.

The SWU Thymos office is not very easy to find. The sign in the hallway is nice, but not easy to spot if you walk through the entrance of the Bongerd. We will look into the possibilities to have another sign closer to the entrance of the Bongerd or have a poster on our poster board with some directions to the SWU Thymos office.

SWU Thymos also sells some sports products. We want to look into the possibilities to sell our bidons and socks at the front desk. Students who forgot their bidon or socks can buy one with our logo for more representation. The sport products that are for sale are also in the news mail and on the website, to make sure a large amount of people know they can buy those.

5. Finances

5.1 SWU Thymos own equity

For a couple of years, WUR has disapproved of the fact that SWU Thymos had 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, so this is the first year SWU Thymos does not have to budget a deficit. The SWU Thymos board '24-'25 made some cuts in order to minimize a budget loss. The biggest cuts are made in the professionalization subsidy, individual subsidy and consumptions. WUR approved of these cuts and wanted SWU Thymos to be able to organize events of a higher quality. Therefore the WUR added €5.000 to the budget for this year with the rule that we can only spend it on activities and events. That is because we had to cut on activities and events a lot in the last years, so more budget was helpful. The cuts on the individual subsidy, professionalization subsidy and consumptions had to stay even though we got more budget.

5.2 Experiences

Because of the €5.000 extra budget, we decided to budget more money for the SWU Thymos experiences. This way we can organize something cooler and bigger than was possible before with less budget. The quality of the experiences should go up this way.

5.3 Professionalization subsidy

The SWU Thymos board '24-'25 wants to adjust and improve the professionalisation subsidy. A prerequisite level will be introduced for which no subsidy will be given. This is done because the requirements for this level are all requirements that only have to be done once. The SSAs already know about these requirements for some years and thus had enough time to finish these requirements. We do not want to give subsidy each year for something that has to be done once. The requirements for the other three levels will be changed and the amount of subsidy will be lowered because of the cuts we had to make. It became a bit easier to get to level three as there are less requirements in total and there will be an explanation document.

An explanation document will be made in which SSAs can easily find what they have to do, why they have to do so and how to prove that they did it. For the new requirements we want to keep in mind the goal the requirements serve. Each requirement should contribute to being more professional as SSA.

5.4 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 actually ends up at the individual athlete and to have less administrative steps, we want to change the subsidy so that SSAs cannot request it anymore, but only individual athletes will be able to do so.

5.5 SSN

SWU Thymos can take place in committees of SSN. This is an important way to give (critical) feedback to plans of SSN. The SWU Thymos board of '24-'25 decided to join a financial committee that is going to discuss about the financial future of SSN. SSN has had some high deficits in the last years. If they keep on going with spending money the way they're used to, they will go bankrupt in two/three years. The chair joined the committee to (critically) give feedback and think about solutions to give SSN a financial stable future.

6. Student Sport Association (SSA) support

SWU Thymos has a supporting role for SSAs. We cannot help them solve all their problems but together with their coordinator sport, we can support SSAs in difficult times and help them find solutions for occurring problems.

SSAs can approach us for problems they face. To make it more easy to approach us, we want to focus on getting to know SSA boards by going to CoBo's and join as many SSAs in their training as possible. During the year there are two moments we have a check-in moment with the SSAs: the lunch meetings at the beginning of the academic year and the evaluation meetings at the end of the academic year. Given that associations can approach us easily and that we offer two standard moments in a year we think there are enough possibilities for SSAs to ask for help.

When a SSA changes board SWU Thymos receives a mail with their new board members. We want to make a reply mail to those board introduction mails with some information about SWU Thymos, where to find information and to invite them to our office, so they can shortly introduce themselves. This way the new board knows us immediately and can find us for questions if some information got lost in the board change or just for general questions.

SSAs can also learn a lot from each other. We want to stimulate them to ask for help to other associations, because different associations might have had comparable problems in the past and thus

they might be able to help each other. During the Board Education Days we will have a workshop in which the SSAs will brainstorm together and therefore learn from each other.

7. New board

7.1 Finding new board members

In January 2025, the search for new board members starts. Different techniques will be used to promote the positions: face-to-face communication, posters both in SCB and in university buildings on campus, narrowcasting, the SWU Thymos News Mail and promotion on social media (mostly Instagram). The focus for board promotion will be on face-to-face communication as we think this is one of the most effective ways to make people enthusiastic.

The posters and social media posts will address a broad range of people while the face-to-face communication will probably mostly address people from SSAs and people we already know. The combination of those promotion techniques addresses everyone we want to address.

We also want to stimulate coming to our office because it gives a better idea of what a board year at SWU Thymos entails. Firstly, this is positive for our board promotion as people already get a look backstage of SWU Thymos. However, also for people who are not interested in a board year it is nice to come to our office to ask questions and get to know SWU Thymos a bit more.

When someone has showed interest in doing a board year, we want to offer the possibility to do a walk along day. This day gives us the opportunity to get to know eventual new board members and the interested people to get more feeling of what the function or functions they are interested in entail and to ask all questions they have.

In case there are less than 6 suitable people who apply for the full-time positions in the board, the SWU Thymos board of '24-'25 wants 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.

7.2 Transfer of old board to new board

After the application process the transfer from old board to new board starts. To make the applications as smooth as possible for all new board members we want to plan them close to each other, so the applicants do not have to wait for a long time before they know if they made the board and if so, what function they have been offered.

When everyone knows what function they got in the board, we start with training the new board. This year we want to focus on making a good plan of what to explain during this day (or more days if needed and possible). The training days will be planned by the new board member and their predecessor together. At the same time some dates for after the holidays are already planned, such as the CoBo. The board of '23-'24 made a list of these dates for the new board to block in their agendas. The board of '24-'25 wants to do this as well and really emphasize that they have to be present during these days.

After the summer holidays the new board members start with their board year. The secretary of board '23-'24 made a global planning/overview for the secretary for the first two weeks to guide them through these weeks. The board of '24-'25 wants to do this as well, but expand it to do it for all board members. Apart from this planning of the first few weeks, we will also make a list with current affairs for each function.

The board of '22-'23 only had a commissioner of Sports for half a year and the board of '23-'24 didn't have a commissioner of Sport, Events or Public Relations at all. The scripts for the commissioners (Sports, Events, Public Relations) of '24-'25 were not as elaborate as the other scripts. For the next

board we want to improve and update the scripts for the commissioners to give some more information about the planning of events.

The board of '23-'24 made an 'Action points and what happened to them' document. The board of '24-'25 wants to do this as well, because it gives a clear overview.

8. Sustainability

8.1 Sending cards

The SWU Thymos board of '24-'25 decided to only send Christmas cards. This means that we will no longer send CoBo invitation cards and birthday cards. Instead of the cards, we send a mail. To make the Christmas cards more sustainable, we ordered only 150 cards to reduce the amount of excess cards.

8.2 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 physical storage of the W-drive is on campus behind the Actio building 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 wanted to focus on digital cleaning. The board of '24-'25 wants to continue with this policy for data storage. 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.

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 did not continue the translation plan.

The SWU Thymos board of '24-'25 chooses to make all important documents in English. This means that while updating our scripts we will also focus on translating those to English. Notes we make and minutes of the board meetings will be in Dutch, because the board of '24-'25 is completely Dutch speaking. If an international student applies for a function in the board the most important documents will be translated to English. Less important documents and minutes of old board meetings will still be in Dutch, but nowadays there are multiple online tools that make it really easy to translate documents. For example Chat GPT and other document translators.

Action points

1. Communication

Who?	What?	Why?	When?
Board	Updating SSA drive	Give up to date information to SSAs	During the year.
Board	Update website and check whether it's possible to get an own website	Be more visible for the outside world and give information more easily	During the year
Secretary	Let SSAs know 1-2 months beforehand if a training can't continue due to a SWU Thymos event.	Clear communication with SSAs	During the year
Board	Make an FAQ	To make it easier to find information	During the year

2. TIC and Events

Who?	What?	Why?	When?
Commissi oner of Sports	Look into the options to use halls and field more efficiently for the TIC	Halls and fields are sometimes empty even though there are a lot of users who would like to train.	During the year
Commissi oner of Sports	Make promotion at study associations for the TIC.	Study associations could be interested in forming a team.	Before the subscription for the round closes.
Commissi oner of Publicity	Putting posters in university buildings and student living buildings	Promote the TIC and other events.	Before the start of the next TIC round

3. Safe and inclusive sporting climate

Who?	What?	Why?	When?
Secretary	Look into the possibilities of having a SWU Thymos CCP for multiple years.	Being CCP for a longer time makes it possible to grow in the position. It is also nice, because board members can officially not be a CCP.	March 2025
Board	Bring the SWU Thymos CCPs more in the picture for SSAs (and others).	SSAs cannot always have an own CCP, but can send their members to the SWU Thymos CCP. SSAs do not always know about the existence of the SWU Thymos CCP.	March 2025
Board	Organize inclusive activities where people can meet each other.	Activities that connect people will help make the Bongerd a more inclusive place.	During the year.

4. Representation and brand awareness

Who?	What?	Why?	When?
Board	Put directions to the SWU Thymos office in the hallway, so people can find our office easier.	Being in our office makes it easier to understand what SWU Thymos is doing.	During the year.
Board	Look into the possibilities to sell SWU Thymos bidons at the front desk.	More representation and brand awareness	During the year.

5. Finances

Who?	What?	Why?	When?
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Treasurer	Change requirements professionalisation subsidy.		November 2024.
Chair	Make explanation document for professionalisation subsidy.	To make it easier for SSAs to apply for the subsidy.	November 2024
Treasurer	Change individual subsidy	To make sure the money goes directly to the individual athletes.	November 2024

6. Student Sport Association (SSA) support

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.
Secretary	Make a standard mail for new boards	To help them start up directly at the beginning of their board year.	February 2025
Board	Have a brain storm workshop during the BED	To let SSAs help each other and give each other new ideas	During the BED

7. New Board

Who?	What?	Why?	When?
Application committee	Organize walk along days for potential new board member.	Let potential new board members see what a day in the office looks like.	March and April 2025
Board	Make plan for training new board	Have a good training day, so they can start easily their first day.	March 2025
Board	Emphasize important dates after the holidays	After the holidays some dates are already planned, make sure the new board members know that they have to be there.	June 2025
Commissioners	Update and improve commissioner scripts	Have better information the new commissioners	During the year
Board	Make plan for first two weeks for new board	To give the new board something to hold on to during the first weeks	June 2025

8. Sustainability

Who?	What?	Why?	When?
Secretary	Plan digital clean-up and archiving day	Remove information that can be removed, so that we use less energy.	During the year.
Secretary	Send birthday mails instead of cards	Use less paper	During the year.

9. Internationalisation

Who?	What?	Why?	When?
Board	Make new important document in English.	To make it possible for international students to do a board year for SWU Thymos.	During the year.
Board	Update scripts in English		During the year.

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 4th, 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 Public Relations, a Commissioner of Sports and a Commissioner of Events 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.

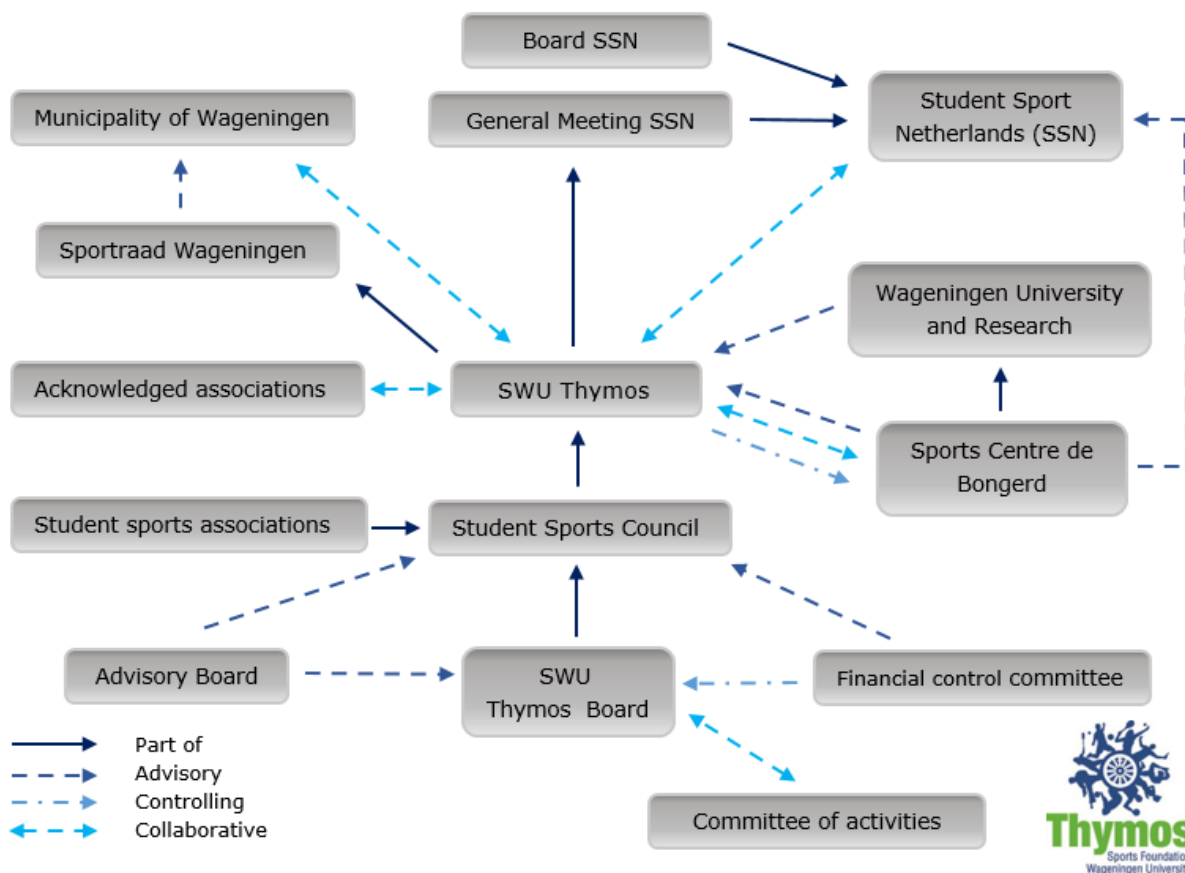


Figure 1: The structure around SWU Thymos.

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 W'Meet U Days. 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 educational university buildings 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 group chat 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 snack 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. 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 8 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 Studies (BotS) 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 BotS 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*

In previous years a Health Week was organised every year as well as a inclusivity month. This year there will not be a specific week or month, but during the year there will be activities focussed on health and inclusivity. Together with the team of Vital at Work and Surf your Stress we will see if we can make a program through the year.

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 BotS.

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 BotS, 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 isn't an important medium amongst students anymore. Because the SWU Thymos Facebook page mainly reaches people who already know SWU Thymos, the Wageningen Student Plaza group is being used from 2019. Information about events, experiences, TICs, subsidies, and other developments in the field of sports is posted here.

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 Public Relations 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. In 2024 a switch was made to more sustainable paper.

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 together with the SSAs ensures that this wall remains up to date. When changing a logo on the wall, we contact the owner of the pub, so they know what is happening.

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 BotS. 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 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 consist 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 on the campus, 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 W'Meet U Days

Since 2025 the Winter AID is called the Winter W'Meet U Days. It is a smaller event in which SWU Thymos has a smaller role. There is a tour through the Bongerd and there will be an info market at which SSAs can present themselves.

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 31st of December 2019 to €28.693,15 on the 31st 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. In 2025 SWU Thymos was granted with 5K extra money. As stated by the WUR this money is meant for activities and events.

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. Only individual athletes can apply for this subsidy. This is not possible via the SSA.

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 €40, €60, and €80 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 1st and November 1st. These applications are then, after these deadlines, assessed by the board. Urgent material requests that cannot wait until April 1st or November 1st 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, water bottles 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 '24-'25. 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 five sweet board members for making this policy possible:

Jorick van IJcken
Chair '24-'25

Rik de Jonge
Treasurer '24-'25

Tristan Maas
Commissioner of Sports '24-'25

Sterre Pikaar
Commissioner of Events '24-'25

Ilse Hofstee
Commissioner of Public Relations '24-'25