Policy Plan

2026-2027

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Nijmegen, August 25th, 2026

Introduction

A new academic year means a new policy plan. Although our policy points largely stay the same in respect to last year, a few aspects of VSA Nijmegen will change. Due to a shrinkage of total board members, expectations have been lowered by removing or trimming some portfolios– namely the head of internal affairs, the head of external affairs and the head of social media. Many of these important tasks have however been distributed amongst other portfolios. Conversely, the candidate board proposes a more flexible interpretation of committee expectations while Green+ makes a big step towards independence by having a board 0.

Concerning the daily administration, two big changes will be made. Firstly, we propose that the minimum donation fee be removed, such that financial hurdles do not deter anyone who would like to become a member but is hesitant to do so because of the membership fee. All members will nonetheless be encouraged to donate a minimum amount. Secondly, we aim to change our bank from ASN to Bunq. This will mainly have the positive effect of significantly lowering bank costs as compared to previous board years.

Regarding committees, we have loosened expectations for most committees to allow them more freedom in choosing their priorities and therefore focus on the quality of their content or events over the quantity. VacayCom has been created, which is essentially a merging between WelCom (previously named IntroCom) and SunCom. This allows for a smoother transition between summer and introduction activities without needing to find two sets of committee members. Additionally, there will be no TripCom this year, as the past few years of running this committee have not proven fruitful; trips have not gone through as planned for the last two years.

Finally, we hope that Green+ will become an independent foundation in the upcoming academic year, and have redefined the role and expectations of the candidate Green+ Coordinator considering that they now have a board 0.

We are looking forward to the eighth year of VSA Nijmegen and to contributing to its lasting success as its incoming board.

Kind regards,

The Candidate Eight Board

Joy Bates - Candidate Chair
Naomi Smolenaers - Candidate Secretary-Treasurer
Ena van der Kolm - Candidate Green+ Coordinator

In collaboration with
The Seventh Board

Joy Bates - Chair
Arie Baudoin - Secretary-Treasurer
Aaron Rupflin - Green+ Coordinator
Thomas Koopman - Head of Internal Affairs

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1. Values

VSA Nijmegen's values reflect the worldview of the organisation and its members, which is of course heavily influenced by veganism. The core values of VSA Nijmegen are kept in mind in every decision it takes. VSA Nijmegen follows the shared mission and values statement of VSA Netherlands (which can be found on our and their website). Our core values are animal ethics, sustainability, inclusivity, independence, legality, non-violence, reliable sources, and responsible drug use. The sections below explain what these values mean for VSA Nijmegen and how we put them into practice.

1.1 Animal Ethics

Animal ethics is the basis of veganism.

VSA Nijmegen is open to members who are vegan for the animals, plant-based, or interested in veganism. However, VSA Nijmegen is and remains an organisation which is vegan for the animals. VSA Nijmegen is against animal exploitation in whatever form and therefore does not see improving the living conditions of exploited animals as the end goal. While VSA Nijmegen encourages anyone who takes steps to use fewer animal products as well as organisations which aim to improve the living conditions of exploited animals, our end-goal will always be complete animal liberation.

In the first place, veganism is a philosophy and a way of life. One method of bringing about societal change through veganism is refusing to buy animal products or products which were tested on animals. Other methods of achieving change include education, activism and lobbying in order to normalize vegan values. VSA Nijmegen contributes to these other methods through the events organised by its Education Committee and by introducing interested members to various forms of (legal) activism. Equally important is maintaining and strengthening the vegan community within Nijmegen, which the Social, Cooking, and Media Committees work to ensure.

When campaigning for animal ethics, VSA Nijmegen speaks on behalf of animals. That is why it is very important that VSA Nijmegen keeps the interests of animals in mind when talking about animal ethics. VSA Nijmegen takes care to talk about animals as individuals and avoid speciesism, i.e., discrimination on the basis of species.

Concrete policy points:

1. The Chair is the head of animal ethics. The head of animal ethics will educate themselves on animal ethics, veganism in the Netherlands as well as vegan activism in the Netherlands. They make sure communication and activities are in line with this value.
2. The head of animal ethics will consider joining at least two vegan activism events of different types. By attending these events, they learn about the vegan movement and build a network for VSA Nijmegen with the organisations that organise this activism.
3. The head of animal ethics will be part of EduCom.

4. The ‘Guide to Inclusive Language for Non-Human Animals’ will be read by the chair of the Education Committee, the Chair of the Media Committee, and other persons who communicate on behalf of VSA Nijmegen. The head of animal ethics will ensure all communication follows this guide.

1.2 Sustainability

According to its definition of veganism, VSA Nijmegen wants to avoid all exploitation of animals; this also includes ensuring humans and other animals have a place to live. For this reason, VSA Nijmegen also values sustainability – treating the environment in a way that allows future generations of humans and other animals to also have their needs met. Through encouraging a plant-based diet, VSA Nijmegen reduces greenhouse gas emissions, water and land use, and biodiversity impact. VSA Nijmegen encourages itself and its members to also reduce their environmental impact beyond food choices.

Sustainability is not only about consumer choices. For a more sustainable world, action from governments, businesses, and other organisations is needed; VSA Nijmegen supports calls for action, especially from the HAN and the RU.

Concrete policy points:

5. The Chair is the head of sustainability. They will educate themselves on issues regarding sustainability in general and specifically the overlap between veganism and sustainability. They make sure communication and activities are in line with this value.
    a. VSA should remain represented in the Radboud Green Office group chat.
    b. VSA should remain represented in the Sustainable Student Network.
6. Whenever an event is planned, the organising committee will use the sustainability checklist in the event approval form and the head of sustainability will check this. They will update the checklist if necessary.
7. The head of sustainability will apply on behalf of VSA Nijmegen for a Radboud Green Certificate in April/May as official recognition of the organisation’s efforts.
8. The head of sustainability will be involved in the Plant-Based Universities Nijmegen campaign.
9. The head of sustainability will ensure the Sustainability Policy is being followed. They will update the policy if necessary.

1.3 Inclusivity

VSA Nijmegen is opposed to discrimination of all animals, including humans. As oppressive behaviours are socially embedded within us, it takes deliberate effort to become an association where everyone—regardless of ability, disability, age, biological sex, gender expression, gender identity, sexual identity, cultural background, citizen status, ethnicity, race, regional background, level of education, intelligence, or religion—feels safe, valued, and welcome. We therefore ask privileged members to question their privilege and to be open to being challenged, and set concrete policy points to make the VSA more inclusive.

Concrete policy points:

10. The secretary-treasurer is the head of inclusivity. They make sure all communication and activities are in line with this value.
11. Whenever an event is planned, the board and organising committee will consider the inclusivity of the event and will ask participants on sign-up if there is anything making it harder for them to participate, which VSA Nijmegen can take into consideration and try to fix. Additionally, members can anonymously express why they cannot join an activity via a form on the website which will be linked in every event description.
12. The board will ensure that at least five social events on campus will be hosted at the HAN campus.
13. Whenever an event is planned, the organising committee will use the inclusivity checklist in the event approval form and the head of inclusivity will check this. They will update the checklist if necessary.
14. During an event, board members and members of the organising committee will try to make every person feel included.
    a. Sitting apart at potlucks ensures we socialize and interact with other/new members.
    b. At least one board member aims to be present in every committee and at every event.
    c. Board members pay extra attention to make sure new people feel seen, welcomed, and included.
15. VSA Nijmegen will collaborate with at least one organisation geared towards diverse groups of students in order to try to attract a diversity of members.
16. The head of inclusivity and candidate head of inclusivity will explore arranging a workshop on inclusivity for VSA Nijmegen members at the beginning of the academic year. Committee and other board members will be encouraged to attend.
17. Unfortunately, VSA Nijmegen cannot entirely avoid organising events that exclude certain groups (e.g. those with reduced mobility). The head of inclusivity and the organising committees will keep count of how often different groups have been excluded throughout the year. The goal is to become aware of which groups we are excluding in order to continually improve our inclusivity.
18. The head of inclusivity will give feedback to the committees based on last year's and the coming year's inclusivity data in order to improve accessibility at VSA Nijmegen events.
19. Whenever a (new) member shares, whether in the signup form, verbally or otherwise, that they have an excluding condition, the head of inclusivity should research this condition and give suggestions to the committees on how to accommodate the member.
20. Board members and the committee chairs will familiarise themselves with the Inclusive Language Guide and make sure all VSA Nijmegen's communication is inclusive. The head of inclusivity will update the Inclusive Language Guide when necessary.
21. VSA Nijmegen will explore posting on social media about celebrating diversity and will explore posting responses to (world) events that concern oppressed groups

and/or reposting or otherwise interacting with existing posts about this, to make sure said groups know that VSA Nijmegen also publicly opposes those kinds of oppression.

22. VSA Nijmegen will use inclusive job descriptions and an unbiased hiring process in order to try to attract a diversity of board members.
23. During events which include an introduction round, attending board members and/or organisers will mention their pronouns and encourage others to do the same.
24. A disclaimer regarding accessibility will be made in event descriptions. The head of inclusivity and head of event promotion will make sure of this.
25. Whenever something is posted, MedCom will use the Inclusive Language Guide and the head of inclusivity will check this.
26. For financial inclusivity, we will explore using a solidarity model for ticket prices. That means people can choose to pay more or less than the cost-price based on personal financial situation.

1.4 Independence

VSA Nijmegen values its independence from other organisations. Veganism itself is political, because we are trying to fundamentally change something in society. However, we do not support or promote any political issues that are unrelated to our core values.

Concrete policy point:

27. VSA Nijmegen will not accept money from or promote specific governmental political parties. We may, however, react to stances by various political parties regarding issues surrounding animal ethics, sustainability and inclusivity.

1.5 Legality

Even though illegal action has been important to many social movements, VSA Nijmegen believes that this is not our role within the vegan movement. This also means we are extra careful when collaborating with organisations that often organise illegal activities.

Concrete policy points:

28. VSA Nijmegen does not organise or participate in illegal activities.
29. If VSA Nijmegen organises or joins a legal activity with an organisation known for illegal action (e.g. Sea Shepherd or Extinction Rebellion), this will be (co-)organised by the board.
30. VSA Nijmegen will not use copyrighted images without permission.

1.5.1 Privacy

VSA Nijmegen wants to be an organisation that its members can trust. Part of that trust depends on how VSA Nijmegen handles the sensitive data members share with it. The privacy policy helps the board and committees keep sensitive data private. It covers what data VSA Nijmegen collects, how we use that data, who can see it, and when it will be deleted. Additionally, a data security policy will cover a range of topics: where to store data, manage who can see the data, choosing strong passwords, and two-factor

authentication. This will help prevent the VSA from getting hacked or data otherwise being leaked. The data security policy also covers what VSA Nijmegen will do if a breach happens despite appropriate measures.

Concrete policy points:

31. VSA Nijmegen will follow the practices described in the privacy policy.
32. The head of privacy will check that committees follow the privacy checklist when organising events.
33. The head of privacy will ensure that the data usage explanation is linked in sign-up sheets.
34. The head of privacy will read through the data security policy, update it if necessary, and make sure it is followed correctly.

1.6 Non-Violence

VSA Nijmegen explicitly opposes problematic behaviours such as bullying, discrimination, and (sexual) harassment. VSA Nijmegen will take an active role in providing a safe space for its members. The kinds of activism organised or promoted by VSA Nijmegen will only be non-violent.

Concrete policy points:

35. Problematic behaviour such as bullying, discrimination, or (sexual) harassment can be a reason for members to be removed from the association, and banned from joining open events.
36. Only non-violent forms of activism will be organised or supported by VSA Nijmegen.
37. VSA Nijmegen will encourage members to contact the Confidential Contact Persons if violations of the Code of Conduct occur.
38. The member's Code of Conduct is meant to uphold (social) safety. VSA Nijmegen will have the right to ban members if rules of this document are violated.

1.7 Reliable Sources

Using reliable sources is important for the credibility of the vegan movement as well as our association. Since claims about health and nutrition are often questioned within the vegan or plant-based community, VSA Nijmegen is especially cautious about making health claims.

Concrete policy points:

39. VSA Nijmegen, and especially its Media and Education committees, ensures information it shares is backed by reliable sources.
40. If VSA Nijmegen accidentally publishes incorrect information, VSA Nijmegen will publish a rectification in which we report what information was incorrect and what was incorrect about it. This must also be backed by reliable sources.
41. VSA Nijmegen follows the expert advice on healthcare for vegans by the NVV (the Dutch Vegan Association), including the recommendation to use B_{12} supplements.

1.8 Responsible Drug Use

When used in moderation, legal drugs, including alcohol, can be part of normal recreation and relaxation. As long as the products are vegan, VSA Nijmegen has no ethical objection to this. VSA Nijmegen respects its members' right to consume legal drugs as well as their right not to do so. Additionally, there are people who are not comfortable with events in which alcohol and other drugs are used at all. Student associations in the Netherlands have a long history of enabling or even encouraging overconsumption of alcohol and other drugs with negative consequences for the users. VSA Nijmegen explicitly distances itself from such behaviour.

Concrete policy points:

42. VSA Nijmegen does not provide more than one alcoholic beverage per person free of charge at events. In all cases, equivalent non-alcoholic drinks will also be provided.
43. At least half of the activities organised by SocCom or SunCom will be completely free of drugs, including alcohol. Potlucks do not count towards this total.
44. Activities organised by committees other than SocCom or SunCom may only involve consumption of alcohol with approval by the board.
45. VSA Nijmegen will mention in promotional material if an event is not free of drugs, including alcohol.
46. VSA Nijmegen does not provide recreational drugs other than alcohol at events.
47. If people show up at an event intoxicated by alcohol or other drugs, VSA Nijmegen will consider barring them from entering and if people become intoxicated during an event, VSA Nijmegen will consider asking them to leave.
48. At every event, at least one present person is sober: one board member or one organising-committee member.

2. Organisation & Activities

This chapter describes what activities VSA Nijmegen plans to execute in the academic year 2025-2026 and how VSA Nijmegen is structured to organise these activities.

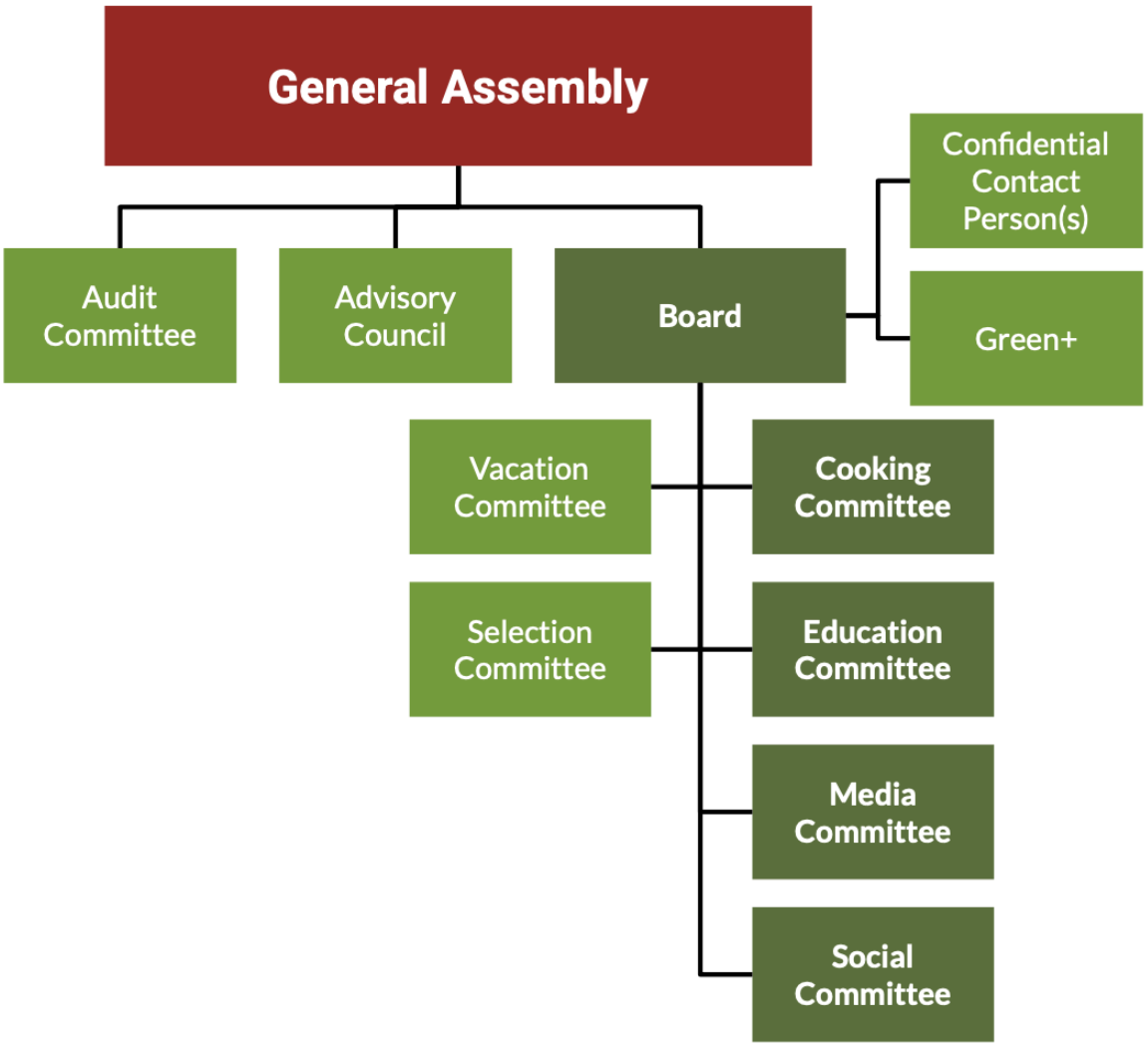

Figure 1. Organisational chart of VSA Nijmegen. Dark green elements with bold text are the core of the association.

2.1 General Assembly

Members of the association are invited to a general assembly in October and in February. At both assemblies, the board reports on its activities of the past year or semester, respectively, and on the financial state of the association. In October, the candidate board also presents a plan for the next academic year (the document you are reading right now) as well as a budget. Members are asked to approve these two documents and to vote on who gets to be on the new board, the Audit Committee and the Advisory Council. At both assemblies, the board is held accountable for fulfilling its promises.

Concrete policy points:

49. Two general assemblies will be organised. One in September/October, and one in February/March.
50. The secretary-treasures will email all relevant documents to members two weeks before the general assemblies are held.
51. The incoming secretary-treasurer must finish the minutes that the outgoing secretary started, and send within 30 days of being voted in.
52. At the end of each semester, the board will also ask members for feedback via a survey. This will allow the board to adjust priorities between general assemblies and to give advice to the candidate board.

2.2 Board

Even though an association is by the members and for the members, having a general assembly for each decision would be very impractical. Therefore, a board is in charge of daily operations and tries to make sure VSA Nijmegen works towards the goals of the association. The board for 2026-2027 will consist of three official roles: chair, secretary-treasurer, and Green+ Coordinator. The portfolio of Website Administrator will be taken over by SupCom (see 2.3.9). For the rest of this document 'board' will abbreviate 'board+SupCom', but note that this is not the legal definition as defined by the statutes. The board's responsibilities are explained below. Alongside the role-based responsibilities, the board also assumes tasks related to VSA Nijmegen's values, as well as tasks that do not belong to a specific role. We call these tasks 'portfolios'. All roles are listed and explained below, together with the division of the portfolios.

- The chair runs board meetings and general assemblies; they make sure the board runs smoothly. They are also responsible for animal ethics, sustainability, and VSA Netherlands.
- The secretary-treasurer is in charge of membership registration, other administration, formal internal communication, and finances. They are also responsible for inclusivity, privacy/legality, Advisory Council, and Event Promotion.
- In case the chair or secretary-treasurer is unavailable for over two weeks, the advisory council will be notified and asked for help if deemed necessary by the board.
- The Green+ coordinator is responsible for communication with Green+, as well as planning and leading the campaign.

The board meets at least every other week.

Concrete policy points:

53. Each current internal protocol and plan will be read by every board member.
54. We aim that at least one board member is present at every event. If this is not possible, then an attending member, such as a committee chair, will be asked in advance to provide a briefing after the event has taken place.
55. The board will keep in mind the Actionable Steps for Growth mentioned in the Member Recruitment Plan and will bring them to the attention of the other board members when necessary.

56. The secretary-treasurer will keep the Advisory Council up to date.

2.3 Committees

Committees are groups of members of VSA Nijmegen who help the board with running a part of the association. All members are welcome to join one or more committees. Board members are encouraged to be active in one or more committees. Members who cannot commit to a committee for its entire duration are still encouraged to collaborate to organize a single event, optionally taking the lead. By lowering the barrier of joining a committee, members should feel more welcome to eventually participate long-term.

Concrete policy points:

57. The board will approach non-committee members to organize an event with the support and resources of a committee.
58. The board will clearly communicate throughout the year that it is possible to join a committee for the duration of one event.

VSA Nijmegen has four continual committees and four recurrent committees. The four continual committees are:

- Social Committee (SocCom)
- Education Committee (EduCom)
- Cooking Committee (CookCom)
- Media Committee (MedCom)

The four continual committees will be active year-round except for the vacation periods when the Vacation Committee takes over.

The recurrent committees are:

- Selection Committee (SelCom)
- Vacation Committee (VacayCom)

The two recurrent committees are not active year round but rather for a specific period of time and will stop being active once their goal is completed. The board has the option to add additional temporary committees to work on specific projects during the year.

Although bound to the policy plan, committees can choose how to complete their policy goals. Additionally, all committees have their own chair, who is responsible for scheduling committee meetings, setting the agenda for meetings and leading the meetings.

The chair and secretary-treasurer act as contact persons between the committees and the board. They make sure the committee members feel heard and represented, and ensure the board and the committees are well informed on what the others are up to. It is their task to make sure that the committees run smoothly. This includes making an effort to ensure committees function properly. If committees have problems between members, the board will work together with the committee to find a solution.

Concrete policy points:

59. The board will occasionally join committee meetings to maintain communication with committee members.
60. The secretary-treasurer will send at least one email and WhatsApp message to all members at the beginning and middle of the year promoting the committees and asking people to join them.
61. The board will ensure that committees, as well as the option for short-term collaboration with a committee, are promoted at potlucks. Members from all committees are therefore encouraged to attend and socialize with non-committee members in order to attract and recruit more short-term and long-term participants.
62. The board will supply resources to the chairs of committees when the committee starts up.
63. When a board decision has a big impact on a committee, the board will personally explain this decision during a committee meeting.
64. The board will help to resolve conflicts within committees when necessary.
65. The board will organise one 'committee onion' per semester. A committee onion is an activity that is accessible only to the board and the committees serving as a thank-you for their involvement in VSA Nijmegen.

2.3.1 Social Committee

The Social Committee (SocCom) helps with community building. To achieve this, they are tasked with organising fun activities, like potlucks. Potlucks are one of VSA Nijmegen's most important social activities. Next to potlucks, SocCom organises smaller social events, like sports activities or game nights. Finally, SocCom organises larger social events, like laser tag or a murder mystery dinner.

Concrete policy points:

66. SocCom will organise monthly potlucks.
67. SocCom will aim to host two minor social events without a budget per semester (four in total). One will be accessible to Friends of the VSA.
68. SocCom will aim to host two minor social events with a small budget per semester (four in total). One will be accessible to Friends of the VSA. A small budget-event should not exceed 20€.
69. SocCom will aim to host at least one major social event with a big budget per year (one in total, or more if leftover budget is available). A big budget-event should cost between 20€ and 40€, which can be used to subsidize or reimburse entrance fee costs.

2.3.2 Education Committee

The Education Committee (EduCom) helps with providing education and promoting the core values of VSA Nijmegen. While education about veganism is also important for members of VSA Nijmegen, the events of EduCom should mostly be aimed at people who are not vegan yet.

That is why, in the first place, EduCom will focus on activism. By organising events related to activism, members of VSA Nijmegen have the opportunity to get to know activism and help educate people outside the association. The head of animal ethics will join EduCom to help with this task.

EduCom may also organise educational events, like workshops and book clubs, specifically aimed at the members of VSA Nijmegen. Organising good educational events is difficult, so EduCom will limit the number of events it organises, choosing to focus on quality instead of quantity. The topics can include animal ethics, sustainability, intersectionality, and health.

Finally, EduCom organises the annual protest against animal testing on the campus of the Radboud University. This includes doing research on the topic in order to be well-informed. EduCom will offer several opportunities for members to get involved with the protest in a way that fits them.

Concrete policy points:

70. EduCom will explore organising two activism events of their own choosing, which include the lab protest, so members interested in this type of activity can join. The events will be open to Friends of the VSA as well, who will be notified by email.
71. EduCom will explore organising at least one educational event aimed at the members of VSA Nijmegen. The goal is for members to gain more knowledge or skills around the core values of VSA Nijmegen.
72. EduCom will explore organising one lecture or workshop with an invited speaker or group open to the public. This could be a cooking workshop with the HAN dietician department, or a lecture collaboration with Plant-Based Universities Nijmegen.
73. EduCom will explore educating the public during at least one thematic period, like Veganuary, to raise awareness about veganism and vegan food.
74. EduCom will organise a protest on the World Day for Laboratory Animals (April 24th) on the Radboud University campus, which includes a sign-making session beforehand.
75. EduCom will explore writing a press release expressing the goals of the lab protest and (after approval from the board) will notify the press (Vox, ANS, etc.) of the protest ahead of time.
76. At least one board member will aim to be present at the lab protest to assist with press communication.
77. EduCom will explore organizing “sharing circles”, to socially support potential and current members in their transitions to a fully-vegan lifestyle. The short-term goal is helping them navigate a non-vegan world while the long-term goal is ensuring they stay vegan and ultimately create even more vegans.

2.3.3 Cooking Committee

The Cooking Committee (CookCom) helps to make vegan food more accessible for members and others. Firstly, they do this by writing recipes for the website and promoting them on our social media in collaboration with MedCom. Secondly, they organise events around food and cooking, like cooking challenges and workshops. Finally, they cater vegan food at events organised by VSA Nijmegen or other organisations that ask us for help.

Concrete policy points:

78. CookCom will explore coming up with four vegan recipes and provide the board with pictures and text to create a social media post about it.
79. CookCom will publish the vegan recipes on the website once they are created.
80. CookCom will organise at least one cook-along, cooking class, or other cooking-related event.
81. CookCom will be responsible for handling any catering requests from other VSA committees or the board. The committee can choose to accept or deny these requests. The board decides on how to finance these requests; it is preferable that external organisations subsidise these requests themselves.

2.3.4 Media Committee

The Media Committee (MedCom) supports the activities of VSA Nijmegen in designing and creating content. They will create visuals for social media, create physical posters in collaboration with the head of sustainability, edit videos, and create the design and layout for other materials.

Concrete policy points:

82. MedCom will create content for promotional “join the VSA” posts, especially during periods of increased visibility, such as the introduction week in August. It will also explore ways to attract a more diverse group of members at different times.
83. MedCom will introduce the new (candidate) board members.
84. MedCom will create content for at least 4 posts highlighting members of the VSA, including “Member Monday” posts.
85. Medcom will aim to create content to celebrate diversity and will also aim to respond to world events about oppression; see policy point 21.
86. MedCom will create content for at least 27 other posts, like news, Vegan Fact Friday, holiday or special commemorative days, or old CookCom recipes. This is about one post per lecture week.
87. All the information sources used to create social media posts will be available in a publicly accessible sources page.
88. MedCom will explore the possibility of reviving a monthly newsletter for (Advisory Council) members and Friends of the VSA in collaboration with the secretary-treasurer.
89. MedCom will post recaps of previous activities.

2.3.5 Selection Committee

The Selection Committee (SelCom) helps the board with selecting a new board. This ensures that the selection procedure is separate and as independent from the current board as possible, with SelCom containing (at maximum) one board member. They interview the candidates and make a division of the roles and portfolios based on their skills and preferences, and the needs of the association. SelCom selects candidates who are most suited, but they specifically keep inclusivity in mind. This means they try to select candidates with the aim of making all of our members feel represented. SelCom advises the board, who makes the final decision. SelCom is not responsible for finding members who are interested in signing up for the board.

Concrete policy points:

90. SelCom interviews candidate board members and divides the roles and portfolios.
91. SelCom keeps inclusivity in mind and tries to select candidates with the aim of making all of our members feel represented.

2.3.6 Vacation Committee

The Vacation Committee (VacayCom, a combination of the previous Summer Committee and Welcome/Introduction Committee) is only active during the vacation months and shortly thereafter. It is tasked with organising fun activities for members who remain in Nijmegen during the breaks as well as for welcoming and recruiting new members during introduction periods. For example, VacayCom will be visible during the introduction weeks of the HAN and the RU and will also organise open events that are roughly representative of the activities of VSA Nijmegen's continual committees.

Concrete policy points:

92. Candidate board members are encouraged to join the Vacation Committee.
93. VacayCom will organise fun activities in July, August, December, and January for members who stay in Nijmegen during the breaks and for new members to get to know the association.
94. VacayCom will have a stand at the intro markets of the HAN and the RU in August 2026 and 2027 and explore joining a visibility-related event in January.
95. VacayCom will organise several events while other committees start up, with the aim of letting new students get to know VSA Nijmegen and letting new members get to know each other.
96. VacayCom and/or the board will explore ways to introduce VSA Nijmegen in other periods as well, to increase visibility among those who did not attend the intro events in August or January.

2.3.7 Support Committee

The Support Committee (SupCom) takes over a role that is usually fulfilled by the board, but is not specified in the Statutes or Bylaws. This legal construction allows student-benefactors to perform board tasks. This year, SupCom consists of Lisa and takes over the portfolio of Website Administrator.

2.4 Green+

Green+ is the VSA's student faction in the University Student Council (USC) at Radboud University. Green+ aims to improve Radboud, particularly in the areas reflecting their core values: sustainability, inclusivity, animal ethics, and social safety. This academic year, Green+ will hold 3 seats in the USC. There is a board member specifically responsible for the student party. They will act as the coordinator for the campaign, establish the independence of Green+ and be the connection between the VSA and Green+.

2.4.1 The Faction

Green+ is composed of elected USC council members and faction-followers. Although Green+ is officially a committee of the VSA, it significantly differs from other committees in that it is fully self-governing. The faction has complete autonomy over its operations, council members, and access to documents. However, like other committees, the members are bound by the association's Code of Conduct, have access to Confidential Contact Persons within the association, and can receive financial support from the VSA.

Concrete policy point:

97. The Green+ Coordinator, on behalf of Green+, will attend board meetings as needed until independence is established.

2.4.2 Communication and Visibility

As a student party, visibility throughout the year is important, even outside of election periods. In principle, Green+ will manage its own communication. However, in certain instances, Green+ may not have enough capacity for this, requiring assistance from other parts of the VSA. The Green+ Coordinator will inform the other board members if this is the case.

Concrete policy points:

98. Upon request, the board will assist with improving the visibility and communication of Green+.
99. Green+ should be visible to VSA members, who can be encouraged to get involved with Green+, especially considering lobbying for vegan options at RU. The Green+ Coordinator and board are both responsible for this visibility.

2.4.3 Elections

Elections for the USC are held every year. The outcomes of these elections determine the number of seats a party will hold in the USC, making them very important. To run an effective campaign, planning must be done well in advance.

Concrete policy points:

100. Upon request, the other VSA Nijmegen board members can help with the campaign planning of Green+ and ask its members for help during campaign periods.
101. The Green+ Coordinator will create a Green+ campaign plan and coordinate and manage the campaign for Green+; this includes finding candidates.

2.4.4. Independence

To assure the longevity of Green+ in the USC of Radboud, it is important to work towards financial and organizational independence. By becoming a recognized organisation, Green+ can grow its range and get more funding from Radboud University, as well as board months for a complete board.

Green+ has been researching a possible structure for a new organization, which should be established and implemented in the coming year(s). A board 0 has been found that will work towards this.

Concrete policy points:

102. The Green+ Coordinator should find a way to keep VSA Nijmegen involved in Green+, by giving them a voice or say in important Green+ matters. The Green+ Coordinator will be responsible for managing VSA's connection with Green+.

3. Communication & Tools

This chapter describes how VSA Nijmegen communicates with its members, with outside relations, as well as with the general public, and the main tools it uses for communication. Other communication platforms may also be used, i.e. for informal community-building or for video calls.

3.1 Language

The Dutch educational system expects an English reading skill between B1 (for MBO schools) to C2 (at the end of certain master's degrees). English will be the main language for all communication. We communicate in English at the B2-level as much as possible, including on social media. Documents used only by the board might sometimes require a higher level. Generally speaking, Dutch translations are not provided.

Concrete policy points:

103. VSA Nijmegen will communicate in B2-level English as much as possible.
104. VSA Nijmegen will communicate in B1-level English when communicating with MBO schools, or when organising events aiming to connect with MBO students.
105. VSA Nijmegen will provide an English disclaimer for Dutch-language events and can attempt to provide translations, if needed.
106. The board and committee chairs should actively encourage external event attendees to communicate in English so that the conversation is open to everyone.

3.2 Email

Email is the official communication channel between VSA Nijmegen and its members for important messages about membership. There is one general email address (info@vsa-nijmegen.nl) through which outside relations can easily contact the association. In addition to this, each board member and each committee has their own VSA Nijmegen email address.

Concrete policy points:

107. The board will check the info email multiple times a week.
108. The secretary will check the info@vsa-nijmegen.nl and will forward relevant emails to the chair or committees.
109. The committee chairs will be encouraged to check the committee email at least once a week.
110. The secretary-treasurer will manage the email accounts and access details, and will contact VSA NL about this when necessary.

3.3 Canva

Canva is used to design posts for social media.

3.4 Google Calendar

Events are published to our website and social media, but also to Google Calendar.

Concrete policy points:

111. The head of event promotion will add events to Google Calendar immediately after they are published on the website.
112. The link to the Google Calendar will be made accessible via the welcome email, on WhatsApp, on the VSA Nijmegen website, and be provided during WelCom events.

3.5 Google Workspaces

Google Workspaces is used by the board and the committees for cloud storage and collaborating on documents. It contains sensitive information, including financial details and contact details for members, as such digital security is important.

Concrete policy point:

113. The secretary-treasurer will manage the user groups and update access rights for (new) committee members.

3.6 Instagram

VSA Nijmegen uses its Instagram account as its main social media platform.

Concrete policy points:

114. The head event promotion will post an overview of upcoming events when suitable (meaning that there are 3-4 upcoming events planned).
115. The head of event promotion will publish events on Instagram stories immediately after they are published on the website.
116. VSA Nijmegen aims to post regularly on Instagram, conforming to the MedCom goals, with no more than one post per day (not including stories).
117. When a new recipe is published by CookCom, the head of social media will create an Instagram story featuring the recipe link.
118. The head of social media will make announcement posts of new discounts.

3.7 Press

Press coverage can have a big impact (both positive and negative) on the reputation of the association. The board is responsible for communication with the press.

3.8 Promotional Materials

Our key value of sustainability has a big impact on our policy regarding promotional materials. Free giveaways and gadgets are often thrown away and do not fit our idea of sustainability. This is especially true for clothing and other textiles, which often have a high environmental impact.

Concrete policy points:

119. VSA Nijmegen will ensure any promotional materials it produces are sustainably sourced.
120. VSA Nijmegen will not give promotional items away for free, it will not give away for free or sell any items of clothing as promotional material, and it will only give

away stickers and informational flyers after having thought about sustainability. Giving away vegan food does fit VSA Nijmegen's mission and values.

121. If VSA Nijmegen produces clothing or accessories to be worn by board members to make them recognisable, such items will remain the property of the association and will be handed down from one board to the next. These items must be produced sustainably and must be able to be worn by any person regardless of body type or gender expression.

3.10 Website

The website is used to communicate with members as well as the general public. It presents an overview of upcoming events, an impression of past events, and a source of general information about the association. Moreover, it includes recipes created by the Cooking Committee, which the chair of that committee adds to the website.

Concrete policy points:

122. The website administrator keeps the information on the website up to date.
123. The head of event promotion will publish events on the website at least ten days before they happen or as soon as they are planned.
124. The website administrator will update the design of the website, if necessary.

3.11 WhatsApp

Group chats are used to communicate with members. There is one group chat that all members are invited to join. There is a separate group chat for all members, in which only board members and committee chairs can post about upcoming events and other important announcements. WhatsApp is used because previous survey results show it is the most commonly used messaging app by far. This can be reconsidered in the future.

Concrete policy points:

125. The board will create a new WhatsApp Community at the beginning of the 2027-2028 academic year and invite all (re-)enrolled members to join. Board members and at least one member of each committee are required to join in order to communicate with members.
126. The secretary-treasurer will invite new members to join the group if they have provided their WhatsApp number on the signup form. An invite may also be sent per email.
127. The head of event promotion will announce upcoming events in the announcements group chat as soon as they are published on the website. They will also send reminder posts.
128. Committee chairs may ask the board to create a temporary sub-group chat for a specific event, such as a Pakjesavond gift exchange. After the event has taken place, the board will remove the chat from the group.
129. Confidential Contact Persons will be promoted in the WhatsApp group at least twice a year.

4. External Relations

This chapter describes the relationship VSA Nijmegen has with other organisations.

4.1 VSA Netherlands and other individual VSAs

VSA Netherlands (VSA NL) is an umbrella association for vegan student associations based in the Netherlands. VSA Nijmegen is one of its founding members. There are currently ten VSAs. VSA NL allows VSAs to share ideas, allows individual VSAs to host national events together, and helps students set up new VSAs. VSA NL has its own Google Drive with resources for local boards.

Concrete policy points:

130. The chair will attend all General Assemblies of VSA NL; if they cannot attend, another board member from VSA Nijmegen will take their place.
131. The chair will read the statutes, bylaws, and current policy plan for VSA Netherlands.
132. The chair will make sure they know which documents are currently available on the VSA NL Drive and direct other board members to the correct document when needed.
133. All new resources put on this drive are read by at least one board member.

4.2 Green Parties Meeting

There are several green parties that are active on the Nijmegen campuses. VSA Nijmegen is part of the Sustainability Network at the RU. This is a group of various green organisations on the RU campus, including Radboud Green Office, AGREEn, DITO, and IFMSA. Representatives of each organisation meet once a quarter to discuss possible collaborations. VSA Nijmegen will continue to be a member of this group and collaborate with other members on events. VSA Nijmegen is open to collaborating with green parties at the HAN through the HAN Green Office.

Concrete policy points:

134. The head of sustainability will be part of the Radboud Green Office Community in order to gain more insight into sustainability on campus and be aware of green initiatives. They are encouraged to organise collaborations which could also promote the VSA.
135. The head of sustainability will explore attending meetings for the Sustainability Network.
136. The head of sustainability and head of external affairs will explore collaborating with the HAN Green Office.

4.3 Discount Partners

VSA Nijmegen collaborates with external organisations and companies such as restaurants which serve as discount partners.

Concrete policy points:

137. The board will explore arranging discounts for our members with local businesses like restaurants, cafes or bookshops.
138. The board will contact existing discount partners to maintain a relationship.
139. The secretary-treasurer will share and update discount codes with our members via email and on WhatsApp. They will also update the website when there is a change in discount partners.

4.4 Other organisations

VSA Nijmegen is open to collaborating with any other organisation on- and off-campus that shares its core values. Past partners have included Amnesty International Student Group Nijmegen, ProVeg, the NVV (Dutch Association for Veganism), HAN Voeding & Diëtetiek, the Student Sustainability Network, Open Boek, student and study associations like Kompanio and KNUS, and the Animal Save Movement.

5. Finances

This chapter describes how VSA Nijmegen handles the money that members entrust it with.

5.1 Administration

At the beginning of the year (September 2026), the candidate secretary-treasurer of the seventh board will present a budget for the next year to the general assembly. At the end of the year (September 2027), the secretary-treasurer of the seventh board will present a financial report of the past year to the general assembly. This financial report includes a comparison between the budget and the actual income and expenses, the current amount of money in the bank, and a more general look at the financial year. Prior to the general assembly, the Audit Committee has already gone over the books as well as the financial report. They give advice to the general assembly.

Concrete policy points:

140. The candidate treasurer(s) presents the budget during the 2026 and 2027 fall general assemblies.
141. The treasurer(s) presents the annual financial report during the 2026 and 2027 fall general assemblies.
142. The treasurer is responsible for scheduling an audit with the Audit Committee. The audit must be scheduled at least two weeks before the general assembly (before the board's deadline of sending out the documents). The audit committee goes over the books as well as the financial report.

5.2 Income

Independence is a core value of VSA Nijmegen. That is why the main source of income will be contributions from members. For events that cost more money, committees can choose to charge participants. VSA Nijmegen is open to subsidies and sponsorships, but only if these do not threaten our independence.

5.2.1 Contributions

VSA Nijmegen aims to keep contributions as low as possible so that anyone, regardless of financial situation, can join. Therefore, there will henceforth no longer be a minimum contribution. There will nevertheless be a recommended minimum contribution, namely €10 for a full year and €5 for a half year. During the summer period, from June 1st until September 1st, there will be no recommended minimum fee, so that prospective members have a period in which they can get to know VSA Nijmegen before deciding whether they want to be a member.

5.2.2 Event tickets

Events that are free to organise are always free to join for members. When an event is expensive to organise (like a bouldering workshop), committees can ask participants to pay a ticket price to join the events. This money is used to cover the costs. Ticket prices should be a suggestion to allow members to contribute based on personal financial

situation. If, after an event, the ticket money that hasn't been spent amounts to at least €3 per participant, they are supplied a refund of the surplus amount, which will be divided proportionally. Money that isn't refunded will be added to a solidarity fund, which will help members who might not be able to afford certain events or the membership fee.

Concrete policy points:

143. The secretary-treasurer will refund surplus amounts to members within two weeks after an event with a ticket cost has taken place.

5.2.3 Subsidies and sponsorships

If VSA Nijmegen accepts subsidies or sponsorships, it is important that the association remains independent. VSA Nijmegen can accept one-time subsidies or sponsorships, for instance from vegan charities or RU StudentLife. Repeating sponsorships are not accepted, because they put our financial independence in danger. For sponsorships, it should be clear what the other party gains.

5.2.4 Other Income

VSA Nijmegen accepts donations from persons, not companies. Someone who donates becomes a Friend of the VSA.

5.3 Expenses

When committees want to spend money on events or other committee work, the board must first approve the costs. Once the budget plan has been approved by the General Assembly, committees cannot exceed their own budgets without express permission from the treasurer beforehand, who can then decide to allocate funding from other sources, including from committees that are operating below their budget, to then increase the committee's budget.

Committee members who have spent money for the association should send the treasurer the receipt within two months. The treasurer will then reimburse the committee member within two weeks after they have sent the receipt. If the member spends more than was approved, the treasurer may only pay back the amount that was approved. In order to be more sustainable, deposits ("statiegeld" in Dutch) on cans, bottles or crates are not guaranteed to be paid back. The purchase of plastic bags will not be reimbursed.

If there is a limit on the number of participants at an event for all members, the costs to VSA Nijmegen should be limited to €5 per participant. If the expected costs to VSA Nijmegen are higher, those costs should be covered by sponsorships, subsidies, or event ticket sales.

VSA Nijmegen also spends money on things like banking fees, office supplies, and promotions for the association.

The Advisory Council, the Audit Committee, the Confidential Contact Person(s), and the Support Committee do not have access to any budget.

5.4 Bank account

For the past seven years, VSA Nijmegen has had an account with ASN Bank. Due to high bank costs, we are now aiming to change our bank to Bunq this year. The bank account will essentially become an "employee" subaccount of VSA NL, who will pay for the creation and existence of its own business bank account, thereby eliminating the fixed monthly cost for us. There will still be costs per transaction. Another benefit of this approach is that VSA NL can hold on to the bank account in case an individual association cannot find successors. So far, VSA Leiden, Groningen, Amsterdam, Tilburg, and Wageningen have already joined the VSA NL Bunq account.

Banks have large amounts of money that they invest. These investments can be against our core values. For instance, a bank can invest in an oil company or factory farm. According to the Eerlijke Geldwijzer[1], Bunq scores a perfect 10 on animal wellbeing. The scores for our other core values (e.g. climate and human rights) are also high. Bunq allows its users to choose where they invest money, and so controversial investment destinations such as weapons have already been turned off for our bank account.

[1] https://eerlijkegeldwijzer.nl/bankwijzer/banken/

Closing Comments

This concludes our Policy Plan for 2026-2027. To restate some of the points: We aim to be more financially inclusive by removing the obligatory membership fee, want to switch to Bunq for our banking, want all committees to grow while having more flexibility in regards to priorities and membership, and expect Green+ to establish its independence.

As the Candidate Eighth Board, we would like to thank the Seventh Board and the Advisory Council for their help with the policy plan and with this transition. Their experience has helped us to improve this plan and has taught and prepared us a lot in general. With the proposed changes, we hope we will have a successful VSA year to come.

Kind regards,

The Candidate Eighth Board

Joy Bates – Candidate Chair
Naomi Smolenaers – Candidate Secretary-Treasurer
Ena van der Kolm - Candidate Green+ Coordinator

In collaboration with,

The Seventh Board

Joy Bates – Chair
Arie Baudoin – Secretary-Treasurer
Aaron Rupflin - Green+ Coordinator
Thomas Koopman – Head of Internal Affairs