Policy Plan
SamenwerkingsOverleg Faculteitsverenigingen
2023-2024

XXXIIIrd board

Koen Terheijden - Chair
Judith Oomen - Secretary
Spence van Asperdt - Treasurer
Bente Huntjens - Political Chair
7.3 Constitution Drinks

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Epilogue
Dear reader,

It is with great pride that the XXXIIIrd board of Samenwerkingsoverleg Faculteitsverenigingen (from this point onwards referred to as ‘SOFv’) officially presents its policy plan for the upcoming academic year. In this plan you can find a summary of values, goals and practical information that the board of SOFv wants you to know, in order to familiarise yourself with the umbrella association for study associations of all faculties of the Radboud University and with the policies of her thirty third board.

The Board of SOFv encourages you to read this document carefully and is looking forward to hearing your questions and remarks during the coming transition general members assembly.

Kind regards,

Koen Terheijden (he/him) Chair
Judith Oomen (she/her) Secretary
Spence van Asperdt (he/him) Treasurer
Bente Huntjens (she/her) Political Chair

The XXXIIIrd Board of Samenwerkingsoverleg Faculteitsverenigingen 2023-2024
Summary

This Policy Plan consists of nine parts, with the first two parts being a prefix and this summary respectively and the final being an epilogue. The third part contains general information of SOFv, of which a lot has stayed the same compared to prior years. The fourth part consists of the general occupations of SOFv. The first focal point of the XXXIIIrd board is to have additional preparation for new board members. This will come in the form of additional board function training sessions and themed office hours to further assist board members in getting to know their new tasks. Next to this, the XXXIIIrd board will reintroduce the databases for sharing information between member organisations that SOFv used to have. The fifth part will discuss the various formal and informal activities that SOFv will organise this year. The sixth part will describe how the board will strive to aid the goal of increased diversity, equity and inclusivity. The seventh part will describe the relations between SOFv and other associations. Finally, the eight part will be a summary of the responsibilities of each board member.
3. SamenwerkingsOverleg Faculteitsverenigingen

3.1 Origin

Het Samenwerkingsoverleg Faculteitsverenigingen (SOFv) was founded on 11 April 1991. SOFv is the umbrella association for all study associations of the Radboud University in Nijmegen.

The board of SOFv consists preferably of members of different studies and preferably from different faculties as well.

SOFv has three main functions:

1. **Represent**: SOFv represents member organisations on different levels.

2. **Inform**: SOFv conserves, shares, and gathers knowledge important to the member organisations, varying from formal rules to informal traditions.

3. **Facilitate**: SOFv facilitates the contact between member organisations by both actively and passively acting as a connector.

These three goals come to expression at the General Member Assemblies (GMAs) of SOFv. These GMAs take place every six to eight weeks. During those GMAs, member organisations can ask their questions, give their opinions and vote on matters and after the GMA they can talk to each other in an informal manner during the social drink in de Ondergang.

3.2 Goals

Besides the three main functions of SOFv, the XXXIIIrd board aims to improve and reach certain other goals during the coming year. These are summarised below for your convenience.

- Keep SOFv an approachable entity;
- Attract new member organisations;
- Maintain the steady progress the of internationalisation of SOFv;
- Increase the large presence of members at the GMAs;
- Sustain the active presence of SOFv on their social media accounts;
- Promote sustainability among member associations;
- Garner more involvement, visibility and input from member associations;
- Conserve the recognisable house style;
- Assist in the training of new board members;
- Create increased awareness for diversity, equity and inclusion.
4. General

4.1 General Member Assemblies

The General Member Assemblies (GMAs) take place just before the end of every cycle of the University Student Council (USC). The dates on which these GMAs take place are communicated to all member organisations. Unless stated otherwise, all GMAs will be held in the Elinor Ostrom Building, due to its proximity to the office of SOFv.

In essence, the GMAs will be in English. However, board members are allowed to ask questions in Dutch if they’re more comfortable speaking this language. The board will always translate these questions in order to make them clear to all present board members.

Relevant documents of the USC will be presented to the members during GMAs.

Periodically, SOFv will invite guest speakers to GMAs, when they are believed to be able to aid in current situations associations are dealing with or are in any way believed to be interesting for her members. Members are also free to suggest guest speakers to SOFv.

Just like last year, the XXXIIInd board would like to implement a mandatory notice of absence 24 hours prior to the GMA. They would also like to strongly urge members to attend as much as possible. Having more members present will allow SOFv to be able to represent them better, will make voting more decisive and will make more points of view supported during discussions. In short, attendance helps both SOFv and member organisations. For the same reasons, SOFv would like to request all member associations to prepare themselves well, by reading all sent documents prior to GMAs.

After the end of all GMA’s, after-drinks will be held at ‘De Ondergang’ in order to incentivise informal contact between board members and increase integration between member organisations. Finally, there will also be after-after-drinks in the Molenstraat, that will also be open to all board members, with great deals on both alcoholic and non-alcoholic beverages.

4.2 Room Visits

Just as in previous years, the board of SOFv will schedule room visits with board members of the member organisations. The main goal of these room visits is to give the boards more insight on what SOFv membership entails and where SOFv can be of assistance to the boards. Additionally, the room visits offer a great opportunity to improve the cohesion between the member organisations and SOFv. The board of SOFv strives to start with the room visits in the third week of September and conclude them in October. A second round will be planned halfway through the year, in February. This round will not be mandatory. The board of SOFv prefers to have the room visits take place in the boardrooms of the member organisations. If this is not possible or a board prefers another location, the board of SOFv is open for alternatives.
4.3 Career Central

The XXXIIIrd board wishes to continue to nurture the invaluable link between Career Central and our member organisations. It was during the tenure of the XXXth board that the career platform first saw the light of day, and subsequent boards - including the dedicated XXXIst and XXXIInd - have diligently upheld the relationship between Career Central and the study organisations.

Feedback, ever-evolving and invaluable, continues to shape the contours of Career Central, ensuring its alignment with the diverse needs of our members. The XXXIIIrd board will stand as a connecting party during workgroups, ensuring that the conversations between Career Central and the study organisations remain vibrant and purposeful for all parties involved.

4.4 Board room

The board room of SOFv is located beneath the Elinor Ostrom building (N -1.240) and regularly occupied by one of its board members. Since this is a new board room the board will try to furnish the room during the year. The window in the new room can come in handy to achieve the goal of visibility. Furthermore, the board will organise ‘themed SOFvice hours’. These will be specific hours where you can ask questions on that specific topic. Besides ‘the themed SOFvice hours’, the board of SOFv will also organise “regular” office hours, where member associations can visit the room for a cup of coffee or to discuss (upcoming) board-related issues. Both types of office hours will be announced via the social media of SOFv. Naturally, the room will still be open for every member, if there is someone of the board present in the board room.

4.5 Databases

The XXXIIIrd board will reintroduce databases for study trips and activity locations, making it easier to find options for study trips, activity locations and for member organisations to exchange tips and support each other. To achieve this goal, the board will reach out to organisations through room visits, email, and the information already gathered through subsidy applications. Please note, however, that privacy sensitive information will certainly not be shared.

4.6 House Style

In the footsteps of the XXXIIInd board, which crafted a comprehensive house-style and corporate identity guideline document, the XXXIIIrd board remains committed to upholding and employing this invaluable resource in every outing of SOFv, to maintain its professionalism in documents and social media.
4.7 (Social) media

4.7.1 Whatsapp

Just as in the previous year, the XXXIIIrd board will initiate the creation of two distinct group chats, each serving a specific purpose. The implementation of this dual-chat strategy, much lauded for its efficiency and utility, will be revisited, adapted, and carried forth into the new year, ensuring both continuity and enhancement in our communication methods.

The first chat, characterised by its functional nature, will exclusively facilitate communication from the SOFv board members. This channel will prove essential for conveying updates on important topics, broadcasting activity announcements, and offering timely reminders for engagements and GMAs. Contrary to previous year, there will be no maximum regarding the amount of board members per study organisation that can join this chat, as everyone is welcome to attend our activities and the group can only be used by SOFv board members.

The second chat will foster a more relaxed and sociable atmosphere. Last year, we noted that the chat provided a streamlined avenue for members to connect, discuss and share insights on diverse subjects. It was often used during the constitution drinks (CoBo) season to, for instance, keep track of ‘brassen’.

Guidelines within the chat descriptions will underscore the importance of respectful discourse, fostering a space free from undesirable behaviours.

4.7.2 Instagram

SOFv’s Instagram page remains a vibrant hub for activity promotion and guest speaker announcements, accessible to all member organisations. Every post and story will echo the distinguished SOFv house style, fostering instant recognition among our student community. Building upon the commendable efforts of the XXXIIInd board, who breathed life into our Instagram presence, we, the XXXIIIrd board, are steadfast in our commitment to sustaining this vitality.

4.7.3 Facebook

The XXXIIIrd board will also not actively use Facebook anymore, just like last year. Members have expressed preference for WhatsApp and Instagram.

4.7.4 Website

The website will keep its main function as the easy and accessible place for all important documents and information about member organisations (for instance, the databases mentioned in 4.5).
4.8 Internationalisation

Internationalisation has been an important theme for the university and SOFv over the last few years. An increased number of board positions are being fulfilled by international students, and more and more organisations are working towards internationalisation within their organisations. Previous boards initiated the transition to internationalisation. The XXXIIInd board continued this transition and changed the way of communication via social media and email to English and provided GMA documents exclusively in English. The XXXIIIrd board of SOFv is supportive of this change and will therefore adhere to these modifications. Member organisations are, of course, still allowed to send emails and ask questions in Dutch if that makes them feel more comfortable. The board aims to conduct all activities in English to include as many people as possible.
5. **Activities and Committees**

Every year, SOFv organises a number of activities. In this section of the policy, the board will provide a brief introduction to the activities they are planning to organise this year. Adding to that, the board is also planning on setting up two committees this year. These committees will be briefly introduced as well.

5.1 **Formal Activities**

5.1.1 **Training Negotiating and Making Contracts**

This training is mainly meant for External Affairs Officers (or related/similar functions), but, of course, also open for board members with other functions, if they are interested. The goal of the training is to enhance negotiation and pitching skills and provide tips and tricks on contract making.

5.1.2 **Training How-to-Chair**

This training is designed to provide aspiring board chairs with essential leadership and facilitation skills. This training focuses on effective meeting management, group dynamics, and decision-making abilities. A significant portion of the training is dedicated to fostering open discussions among upcoming chairs, enabling them to share expectations, experiences, and strategies to navigate challenges.

5.1.3 **BHV/Emergency Response Course**

For any board, possessing the knowledge to effectively respond to emergency situations during their activities is crucial. Hence, the SOFv board will offer a two-meeting Emergency Response course (in Dutch: BHV) to equip board members with valuable skills in managing emergencies and staying updated on the latest safety protocols. The course, comprising workshops led by a professional first responder, will provide essential information and guidance for handling various emergency scenarios. Additionally, this training will familiarise board members with the specific campus protocols in place, ensuring their preparedness. Notably, successful completion of the course will grant participants Radboud-certified BHV status, validating their expertise within the context of Radboud University's environment. The course will be open for all student board members.

5.1.4 **InDesign Workshop**

The goal of this activity is to teach boards or their graphic design committees tips and tricks for the computer program InDesign.
5.2 Informal Activities

5.2.1 New Boards Get Together

During this event, all new board members from the member organisations are invited to get to know each other. The aim is to give board members from the various member organisations the opportunity to establish connections and to get to know board members outside of their own boards.

5.2.2 After-CoBo Activity

At the end of the CoBo-season (when most of the constitution drinks have taken place), in January, the board of SOFv will organise an After-CoBo Activity in order to celebrate the end of the CoBo season together. The board can not yet give any concrete details about the nature of the activity. All boards will be invited to this activity.

5.2.3 Cantus

SOFv will organise a cantus where all board members of the member organisations will be invited to sing and toast with each other and celebrate the traditions of a cantus.

5.2.4 Gala

Continuing with tradition, SOFv will organise a gala for all the member organisations. It will be an evening where everyone can dress up nicely and enjoy an evening with other board members. The gala will be open for current board members and their predecessors, from all member organisations.

5.2.5 BBQ

At the end of the association year the board will organise a barbeque for all current and candidate boards of the member organisations, to close off the year and for the candidate board members to get to know each other already.
5.3 Committees

5.3.1 Yearbook Committee

Last year, the XXXIIInd board introduced a yearbook, with content about the boards of SOFv's member organisations. A lot of positive reactions were received about this yearbook, which is why the XXXIIIrd board wants to continue this idea. A committee will be set up for this, consisting of members organisations' board members of the academic year of 2023-2024. The board is planning on starting up this committee in December, so that there is time to gather enough content to finish the yearbook before the summer break.

5.3.2 Alumni Committee

The board of SOFv is looking into ways that board members of member organisations of years past can stay connected with each other and with SOFv. For this reason the board of SOFv wants to introduce an Alumni Committee. This initiative aims to provide valuable support during the transition from being a board member to becoming a regular student, helping to bridge the gap that can sometimes arise. While working out this idea, the board has taken into account the enthusiastic response from current board members of member organisations regarding this idea.

The committee will consist of board members of the academic year of 2022-2023. They will organise at least two activities open for all board members of the academic year of 2022-2023. Based on the level of success, the board will look into possibilities for organising more activities.
6. Diversity, Equity and Inclusivity

Understanding the significance of fostering a diverse, equitable, and inclusive community, the XXXIIIrd candidate board is dedicated to cultivating an environment that warmly embraces all students. We believe that by championing these values, we create a foundation of support and belonging for everyone.

In the realm of Diversity, Equity, and Inclusion (DEI), we will engage with Student Life International Mobility (SLIM) and collaborate with university ambassadors to explore avenues for greater assistance. In previous years, the DEI workshops, though important, encountered challenges with attendance. Recognizing this, the XXXIIIrd board is committed to working closely with SLIM to see if there are possibilities to reinvigorate and reinvent these workshops, making them more appealing and beneficial for students. Our discussions with SLIM have just commenced, and we are eager to develop innovative strategies that enhance participation and ensure these workshops effectively contribute to our shared goals.

Aligned with our commitment, we intend to collaborate with associations that champion inclusion and anti-racism efforts. Through shared endeavours, we will actively contribute to the Anti-Racism Awareness Week and initiatives like Pink Wednesday. By engaging with relevant associations, we will amplify our collective voice and raise awareness, notably using platforms like Instagram stories. The goal is to enrich our community with broader perspectives and a deepened sense of solidarity.
7. SOFv and other associations

7.1 Collaborations between Associations

Like in previous years, the member associations of SOFv are able to appeal for a collaboration subsidy. This subsidy is meant to encourage collaboration between associations in organising larger activities, which in turn could bring out new experiences, ideas and inspiration for these activities. It will also help increase the interdisciplinarity of member associations. The board of SOFv will continue to support members in applying for this subsidy and remind them of its existence.

7.2 Faculty Umbrella Meetings

The XXXIIIrd board of SOFv will continue the line of the past boards by hosting meetings with the four umbrella associations of the faculties. The four umbrella associations are: N.K.S.W. Kompanio, Koepelvereniging LETO, Olympus and Samenwerkende Verenigingen der Managementwetenschappen. These are invited because they serve as umbrellas to their respective faculties. To ensure all faculties are heard, however, the associations of the faculties that are not included in this meeting will be asked at the beginning of the academic year if they would like to join. The aim of those meetings is to keep in touch with the faculties and keep track of everything that is going on within those faculties. In that way, SOFv can track if problems occur in more than one faculty and act upon that knowledge.

7.3 Constitution Drinks

Constitution Drinks or CoBo’s are borrels (social drinks) that are held to celebrate the constitution (the forming) of a board. In the past, the XXXIst board of SOFv started with a CoBo-handbook, several boards have adapted and improved upon this handbook, and the XXXIIIrd board shall follow in their footsteps. The members of SOFv will be made aware of the existence of this handbook during the first GMA.
8. Policies per function

8.1 Chair

The position of Chair of the thirty-third board of SOFv will be fulfilled by Koen Terheijden. He will do his utmost best to steer SOFv and its board in the direction agreed upon by the GMA. The Chair aims to run both association and board smoothly by conducting a healthy mixture of informal and formal, but mostly clear communication. He will strive to always be ready to help his fellow board members and all members of the association.

Tasks and responsibilities

- Bear the final responsibility on all SOFv matters;
- Lead and coordinate the board;
- Chair board meetings;
- Chair General Member Assemblies;
- Chair Faculty Umbrella Meetings;
- Attend SLIM Umbrella Meetings;
- Create agendas for board meetings and General Member Assemblies;
- Be the contact person of SOFv for the University.

8.2 Secretary

The position of secretary within the XXXIIIrd board of SOFv will be fulfilled by Judith Oomen.

She is committed to ensuring effective communication between SOFv, the board, and external parties in a professional way. The secretary will provide assistance to the other board members where needed and will also actively contribute to organising the SOFv-activities.

Tasks and responsibilities

- Taking minutes of the board meetings and General Members’ Assemblies;
- Communication between SOFv and the member organisations;
- Take care of the archive;
- Take care of the databases;
- Update and supplement the website;
8.3 Treasurer

In every association, there's a Treasurer whose main task is to keep the organisation's finances in good shape and notify the relevant authorities about any bookkeeping adjustments. This year, this role will be taken on by Spence van Asperdt. His aim is to be readily available for other student boards seeking subsidies, making the process accessible and smooth.

To ensure that the subsidy request process is as smooth as possible for both the members of SOFv and SLIM, it is expected that the treasurer will communicate deadlines clearly and on time to the member organisations of SOFv. We emphasise that the board of a member association is responsible for contact with SOFv regarding subsidies and not any possible committees. It is mainly through efficient collaboration between SOFv and its member organisations, that financial aid of the university for students’ well-being can be assured.

Besides that it is expected of the treasurer that he will make a financial report of the association and make sure that any debtors will pay their debt and any creditors will be paid likewise.

Tasks and responsibilities:

- Maintain a healthy financial state of the organisation;
- Report changes in bookkeeping;
- Judge subsidies of member associations and grant funds;
- Make a financial report of the association;
- Draft outgoing invoices and pay incoming invoices likewise.

8.4 Political Chair

SOFv has, as an umbrella for the study associations of the Radboud University, a seat in the University Student Council (USC). This seat is filled by the Political Chair. The position of Political Chair of the XXXIIIrd board of SOFv will be fulfilled by Bente Huntjens.

The USC, in cooperation with the Works Council (OR) and the Executive Board (CvB), contributes to the policy of Radboud University. The board differs from other university student councils in the Netherlands, as there are also six elected members of the student parties, all of whom represent a specific target group. The USC year consists of eight cycles, in which predetermined policy documents are discussed in each of these cycles. These are first discussed in three committees: Finance, Personnel and Real Estate (FPV), Education, Research and Students (OOS) and Strategy, ICT and Impact (SII). Per cycle, it will depend on the relevant documents to which committee the Political Chair will join. The Political Chair will be kept informed of the other committees through the weekly internal meetings with the entire USR. After discussion in the committees, these documents will be discussed in the Joint Meetings (GV) with the CvB.
In addition to the GV's standing committees, the USR sets up internal workgroups focusing on a specific subject. As this can be addressed in more detail on certain issues, this also offers opportunities for the advocacy of member organisations. This year, the Political Chair aims to be in three internal workgroups:

- Active Student
- Campus & Sustainability
- Wellbeing & Inclusion

In the event that other workgroups (Education & IT, Visibility & Relations) also come to see interesting subjects, it may also be included.

In addition, the Political Chair also aims to sit on:

- The review committee (toetsingscommissie)
- Contact Person Faculty Student Council of Faculty of Law
- The external working groups sustainability covenant (werkgroep duurzaamheidsconvenant)
- The external working group of the ‘Profilteringsfonds’

8.4.1 The active student

Over the past few years, many associations have had troubles with finding enough active members and board members. The XXXIIrd board thinks that it is important to stimulate students to do something next to their studies, since it has a great added value to their student life. Active students should get the appreciation and support they need to combine being a student and being active. The Political Chair will, therefore, together with the university and other parties, look into what they can do to get more active students and how to be a better service to them.

8.4.2 Sustainability

This year sustainability will again be an important topic. With associations aiming to become more sustainable within a campus that shares these values, our goal is to understand their needs and find practical solutions. The Political Chair has already gathered feedback and is looking into proposing a sustainability certificate. Additionally, she plans to take place in the working group of Campus and Sustainability. Besides that, she will be the contact person of the external working groups sustainability covenant, where she will discuss with the Radboud Green Office how to give associations guidance in being more sustainable.

8.4.3 Student well-being

Just as in previous years, student wellbeing will be an important topic this year. Unfortunately, there are a lot of students struggling with their wellbeing. The Political Chair thinks it is important to gather information from GMAs and office visits to get to know what the needs are. It is important to combine the wishes of individuals and the wishes of associations.

The student well-being for active students is a complex issue. Money can be one of the factors for students that has an influence on their happiness. While it's widely acknowledged that money alone
doesn't guarantee happiness, it can certainly contribute to some more stability and thus a more comfortable life. The Political Chair aims to secure advantageous arrangements to ensure the proper allocation of funds for the ‘Profileringsfonds’. She plans to accomplish this by being in the external working group of the ‘Profileringsfonds’.

8.4.4 Shadow Political Chair

From the academic year of 2024-2025 on, the university is planning to put the WHW into action. Regarding the WHW discussion and the Radboud University being a ‘special university’, it is expected there will not be any Political Chairs taking a seat in the USC anymore.

Since the student umbrellas known to Nijmegen who have a Political Chair, still want to represent the students, student party V.O.S. is created. Student umbrellas B.O.S., ISON, CSN, NSSR, CODC and SOFv together will form V.O.S. It represents almost all student-, study- and sports- associations in Nijmegen. V.O.S. stands for the student who is active in an association, for development next to your studies and good facilities for student life.

All student umbrellas will still have a Political Chair. This person will be on the election list for the University Student Council. Since you need a list of 15 people and we need extra people on the list, it might happen that we get more than six elected seats. If this happens we need a qualified person to enrol in this seat. Here is where we want to introduce Shadow Political Chairs. Since SOFv has the largest following of university students of all university-wide umbrella associations, and is already considering a fifth position, SOFv wants to introduce the function of Shadow Political Chair as the fifth function of the SOFv board from the academic year 2024-2025 on. This person will run the elections with the Political Chair. If elected, this person will do the same as the Political Chair. If not elected, this person will help the Political Chair and contribute to the V.O.S. party meetings. This person will also help SOFv with general tasks and help to improve SOFv. During the year the XXXIIIrd board will look into the role and tasks of the Shadow Political Chair.

8.4.5 Verenigd Onder Studenten (V.O.S.)

As mentioned in 8.4.4 Shadow Political Chair, next year, V.O.S. will play a more significant role in the University Student Council. In the academic year of 2023-2024 V.O.S. will not have an active role in the USC. For the Political Chairs who have a seat in the USC, it could be beneficial to utilise V.O.S. in an inactive role. To unite and prepare for meetings, the Political Chairs will meet from time to time. Please note, the Political Chair will put the interests of SOFv first.

During the year V.O.S. will prepare for the elections for 2024-2025. The board of V.O.S. will handle all necessary arrangements to become an official party. To ensure the Political Chairs have a voice in this process, they will receive periodic updates.

8.4.6 Other focus points

Besides the points touched upon previously, the Political Chair will also be in the review committee. She will supervise the process of dividing the boards months together with Student Life. With the knowledge gathered in the review committee she hopes to be a better service, as she is in the external working group of the ‘Profileringsfonds’ as mentioned in 8.4.3.
Every Faculty Student Council (FSC) has a contact person of the University Student Council. The Political Chair of SOFv will be the contact person of the FSC of the Faculty of Law. Please note, SOFv is there for every member organisation within every faculty. If there is something within your faculty that affects your organisation, please contact us to see what we can do.
Epilogue

Dear reader,

We hope that we have informed you enough about our plans and goals for SOFv in this coming academic year. We strive to keep SOFv approachable and are looking forward to getting to know all of our member associations. We hope that, with our increased efforts, SOFv can be of significant assistance in the start-up period of new boards. Furthermore, we would be glad to hear if the renewed databases will continue to assist boards during the year and we would be proud if our contribution to DEI promotion will create lasting awareness.

The XXXIInd board has learnt a lot from the XXXIIInd board during the candidate period. We are grateful for showing us the ropes and we are confident that we can fulfil the role of SOFv in full. We would like to thank the previous boards of SOFv for their effort on which we can build further.

All in all, we are looking forward to a year full of ups and downs, making friends and learning from each other, interesting training sessions and amazing chaotic CoBos, but most of all a year of getting to know and helping all of our member associations. We'd love to see you all at the transition GMA and have a chat at ‘de Ondergang’ afterwards!

Yours truly,

The XXXIIIrd board of Samenwerkingsoverleg Faculteitsverenigingen:

Koen, Judith, Spence en Bente