# Action Plan
## 2026-2027

**Introduction:**

The purpose of this document (Action Plan) is for members to define what they want the Board of 2026-2027 to do during their Board term. An action plan is always prepared by the previous year's executive Board and members are to adjust it as they see fit in the Spring General Meeting. The action plan is to be followed by the elected executive Board to the best of their ability and is to be reflected upon on the Boards' annual report after their term.

The Action Plan is not to be a detailed document, rather its purpose is to outline the general goals for the term. A good Action Plan assists and helps steer the Board, rather than constricts it. For example a project of organizing two sitsis in a semester is a good Action Plan project whereas a project that outlines the themes of the sitsis or where they should be organized is unnecessarily detailed and restrictive.

This Action Plan is divided into Strategic Goals, Special Projects and Continuous Operations. The Strategic goals' purpose is to define longer term guidance across multiple Board terms. It might be projects that take more than a year to establish or values that members want to highlight in INTOs actions. Usually these kinds of goals would be described in a separate Strategy, but that is something INTO does not have.

Special Projects are projects specifically for this Board term to complete or at most spanning two board terms. A special project may be for example "INTO seeks to establish a new kind of event" or that the Board investigates the opportunity for a certain type of operation. Usually if a Special Project is successful, its' result will be moved to Continuous Operations.

Continuous Operations are where INTOs base actions are defined. For example, traditional events that the members can expect to be organized every year or ongoing partnerships are to be defined in this section. As said above, it is important to keep this section unrestrictive, so the Board has room to innovate new and to establish their creative vision for the term.

The Board should familiarize themselves well with the action plan and to seek to complete it to the best of their abilities. The Board is to explain to members in a General Meeting when questioned on the state of different projects. However the members are to understand that not all projects are always feasible and it is unrealistic to expect that all projects get done exactly as detailed.

# Strategic Goals

## Financial Stability

INTO will aim to seek better Financial Stability in the next few years. Starting from the Board Term 2024-2025 until deemed necessary by members, INTO should balance its finances so that after accounting for risks, the association makes at least a 1000€ surplus each year in its annual budget. In addition INTO should be careful when budgeting for annual expected income and can make further fundraising efforts to achieve its goals sooner.

INTO should seek to have enough available funds where its day to day operations are not impacted when making financially significant events or purchases or if a significant revenue stream is disrupted. INTO should aim to be in a position, where INTO is able to order 200 overalls, while having 200 pre-existing overalls in its inventory without risking its other operations. Thus INTO should steer toward a position where its' combined bank balance and overalls inventory value are over 18 000 €

# Special Projects for the term 2026-27

## Events Committee

INTO will investigate the feasibility of establishing an Events Committee, either to establish it during this board term or prepare sufficiently so it can be established the next term. The aim is to create a low threshold way for interested members to partake in organising events with INTO, without having to commit to a time intensive position. The committee will be built to be its own community, with regular meetings and encouraging activity from the participants.

## Fundraising Project

INTO will investigate the opportunity of a special Fundraising Project to further the strategic goal of Financial Stability and the upcoming 20th Anniversary year. This can be for example a special event, a product sale or a collaboration with another entity.

## Inclusion of non-exchange student members

INTO should examine how different member groups experience its messaging and events, for example through a members survey, a workshop or a similar event. INTO shall investigate ways to ensure that non-exchange students feel welcome at INTO and are enticed to join as members and join its events as participants. Without taking away from the quality of exchange students' experience, INTO should aim so all members feel equally welcome at events not specifically meant for exchange students.

## Job related event

INTO wants to organise an interesting and relevant event for international students. The event can be a job fair, talk, excursion, or something else that connects international students to the working life in Finland.

### History Documentation

Continuing the work of the Board Term 2025-2026, INTO will continue to have a History Documentation Team, who will interview past actives and document the history of INTO. These interviews can be used for making a History or Annals for INTO for the 20th Anniversary year.

### 20th Anniversary Year celebrations

To celebrate INTO turning 20 on 06.03.2027, INTO should host some free events for members and alumni, for example on the week leading up to the anniversary. The Board for term 2026-27 can decide how to implement these events.

## Continuous Operations

### Exchange Student Tutoring

INTO will endeavour to further better the organisation and execution of tutoring for exchange students. This will include maintaining a line of communication with the exchange student tutors and providing training. INTO will work alongside the International Mobility Services, and guilds of Tampere University in order to coordinate, create, and maintain an improved system. Our fuksi captains will give feedback about the fuksi passport and improve the cooperation in the Fuksi Council.

### International community of Tampere University

INTO will cooperate with Tampere University (TAU), its student union (TREY), Teekkari Union of Tampere (TUT) and other international student associations (e.g. ESN FINT, Urbanum, TaSciEn) to further develop the international student community in Tampere. INTO continues to promote teekkari culture to its members while improving orientation week activities as well as other events and services targeted for all students of Tampere University in cooperation with the university, student union, ESN FINT.

### Officer positions for Exchange students

INTO will have half a year officer positions meant for exchange students to have the ability to to partake on the board and in its activities. The exchange student officers shall be given the opportunity to organize at least one event during their officer term.

### Activities aimed for alumni and doctoral students

INTO will continue its' officer position that is aimed for activities catered toward alumni and doctoral students. INTO will continue to grow its Alumni Network and aim to organise at least one event for alumni during the term. INTO can look into the possibility of collaborating with DRAFT ry (Doctoral students association of Tampere University).

### Equipment borrowing and rental services

INTO will continue to develop its equipment borrowing and rental service, looking into the possibility of taking the service online. The board should determine what equipment is suitable for the members to borrow and can establish a fee that covers possible damages to the equipment over time. INTO can establish different fees for members and non-members and can investigate renting out equipment such as the tent or the speaker to other associations.

## Events

### Cottage weekend

INTO aims to organise a cottage weekend once per semester.

### Cruises

INTO will partake in the Teekkari Unions pre-christmas cruise. INTO will partake in the Pirates of the Baltic Sea -cruise.

### Esport events

INTO will aim to organize Esports related events to its members. This can be a lan party, a game tournament or a gaming cafe night. INTO will encourage its members to connect via its' discord channel and could look into the possibility of having an officer for the position.

### Excursions

INTO will continue to develop the concept of (corporate) excursions for international students to facilitate integration into Finnish society as well as means of cooperation with the business life in Finland.

### Finnish culture events

INTO shall also organise small events to promote Finnish (student) culture, which may include but are not limited to: Finnish movie nights, hiking, handicraft or sewing nights or language related events like Café Suomi where international students get the chance to talk Finnish, even with native speakers.

### Halloween Hunt

INTO will aim to organise a "Halloween Hunt" checkpoint round before- or during the Halloween Week. The event can be organized in co-operation with ESN FINT or other

collaborators. If Halloween hunt cannot be organized, INTO will aim to organize a similar hunt in the Spring semester

## International food party
INTO will organise an international food party once per semester.

## Kyykkä tournament
INTO will organise at least one Kyykkä tournament in the spring for its members, with a prize to partake in the world championship of kyykkä for the best exchange student team. INTO will aim to organise a kyykkä tournament also during the autumn semester.

## Monthly Nightclub Parties
INTO shall continue organising monthly “SYMPOSIUM” nightclub parties in collaboration with ESN FINT. The intention with the parties shall be both to give our members an affordable nightclub party as well as act as a significant way for INTO to raise funds for its other actions. INTO will continue a close relationship with both the nightclub as well as ESN FINT, to organise 9 of these nightclub events during the term.

## Orientation week
INTO will organise orientation week events for new international university students studying engineering sciences and architecture in Tampere during both semesters (August and January) The goal of the orientation week is to familiarise new students with the Hervanta campus, teekkari culture,  INTO and generally life in Finland.

## Pub Crawls
INTO will co-operate with ESN FINT to organize one Pub Crawl per semester, one for each welcome week.

## Scoville Challenge
INTO will organise a “Scoville Challenge” hot-wings challenge at least once during the Board term.

## Sitsit
INTO will organise at least two sitsit a semester, one aimed mostly toward fuksis and another one for its general members. In addition, INTO will organise an anniversary sitsit during the spring semester. INTO's anniversary sitsit is suggested to take place close to its birthday on 06.03.2027.

## Sports events
INTO will organise sports tryouts and encourages activity within its members by partaking in different campus wide sports events.

## Summer meetup
INTO will organise a Summer meetup for its’ Members

## Teekkari culture and fuksi related events

INTO will continue to promote teekkari culture to international students and encourage new students to fill their fuksi passports. A fuksi o*** will be arranged for the new students, and other events regarding teekkari culture can be held as well, e.g. Wappu events. Fuksi captains will regularly utilize fuksi mailing list or other suitable channels to inform fuksis of Teekkari Culture related events in the wider student community.

## Teekkarisauna

As one of the standard events, INTO will organise sauna evenings at the Teekkarisauna twice during each semester, termed “Welcoming” and “Farewell” -saunas.

# Trips with Timetravels

INTO will continue to promote the different trips by Timetravels, e.g. Lapland, Lofoten and Baltic Countries. Additionally, the Educational Trip by Timetravels should be attended by a representative from INTO, if it is organised.

# Membership' Services

## Apparel

INTO will aim to order and sell apparel to its members. INTO will do a survey on what kind of apparel members want and based on that creates an apparel order. A slight profit can be made with the apparel, as long as it stays affordable.

## Guildroom

The guildroom provides kitchen facilities to make coffee and a microwave. Snacks and soft drinks are available for sale from the fridge. There are some games available, for example board games and video games. The club room should be open for members on weekdays during the day.

## Overalls

INTO will provide green overalls sales for its members. INTO will gather sponsorships from companies to partly fund the overalls order. INTO will aim to keep the overalls affordable and if needed adjust the sales prices such that in the long term INTO would not make a profit from the sale of the overalls. The role of overalls in the Finnish student culture will be promoted to new students.

## Sports

INTO will provide sport possibilities for its members, e.g. floorball turns in Bommari.

## Starter Kit Service

INTO continues to provide a starter kit service. Students can borrow kitchen and bedroom sets or other items. INTO can require a deposit or charge a service fee for the starter kit service to cover the costs of replacing kits not returned and for running the service.

# Communications and co-operations

INTO should explore new ways to advertise events and communicate information to members. The preferred communication channel for events and announcements will continue to be the **newsletter and the mailing list** (into@tuni.fi).
We will continue to use Telegram and Instagram to advertise all our events and to promote our club's activities. Additional channels for spreading information can be utilised. Information should be available in all suitable channels early and frequently enough.

## Feedback

A general **feedback** form should be sent out to members twice a year at the end of each semester. Also it is good practice to send out feedback forms to the participants of larger events, such as orientation week, sitsis and cottage weekend.

## Summary of main decisions

Our members should be informed about the main decisions made within the board that involves them. For this reason INTO should summarise the main decisions at the end of every academic period (excluding summer period (period V)) and inform its members about them through the mailing list.

## INTOzine

INTO is encouraged to continue producing INTOzine at least once per year to share stories and experiences from our members.

INTO will find more sponsors to support events and the club in general.

INTO will continue to cooperate with:

- The student union safeguarding its members' interests,
- TEK by providing information in English and supporting any events that cater towards internationals looking for employment or being employed in Finland;
- Student Services' International team on welcoming the international students and providing services like the utensil borrowing;
- The international tutors;
- The business life in Finland regarding sponsorships, corporate excursions and events relevant for members' employment in Finland;
- Any guild, club or association at Tampere University or any other higher education institute in Tampere that wants to organise events that welcome international students;
- The Teekkari Union of Tampere (TUT) to cultivate international teekkari culture in Tampere; and
- ESN FINT by continuously holding meetings and organising common events such as pub crawls, board game evenings and orientation week events.
- The international side of Pori's campus by having, for example, having a joint event, visiting Pori in an excursion and promoting potentially interesting activities from Pori's side to our members.