



Annual report 2023

Stichting TINT Eindhoven



INFORMATION TINT

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PREFACE

Connectedness and compassion are two of TINT's 5 core values that have come to play a more important role in TINT's work in 2023. These core values are important at the level of (individual) students themselves, but also at the level of the student community. For connectedness and compassion, TINT focused a bit more on the community in close cooperation with various parties within the TU/e community that also focus on this.

How do you make sure, that students (and PhDs) feel somehow connected to the student community, that they feel seen and not left out of all the networks? In other words, how do you ensure that the student community becomes, is and remains sufficiently inclusive?

That question is important from the perspective student wellbeing; attention to this is also growing both within the TU/e and Fontys, as well as within a wide range of student organizations. A movement that we as TINT wholeheartedly support with our work.

Insufficient inclusiveness in a community (small or large) leads to decreased well-being of some individuals within the community often, unfortunately, especially within the more vulnerable groups. Contributing to a more inclusive student community has an important place in TINT's work. It comes into play in the activities we organize, such as "Open Stories". This event focuses on being able to open up to others' stories and connect people who otherwise might not have spoken to each other. The goal with this is to broaden horizons and increase understanding of people who are different. Inclusiveness (and the lack of it) was also a central topic during the "celebration of women in science."

The importance of becoming more inclusive is felt in many places in the TU/e community. The requests from boards of study and student associations to attend the TINT inclusive leadership workshop increased significantly in 2023.

While working on activities aimed at inclusivity, we as TINT could not have suspected that the results of the House of Representatives elections suddenly put the topic of inclusivity uncomfortably high on the



Image 1: Willem Mak, Chair TINT

agenda. What will a new government mean for the international character of universities and how will that affect the TU/e community?

There was more intruding from the world into the student community. The Israel-Gaza conflict was/is creating considerable tension and putting a lot of pressure on compassion: compassion for whom? What and who excludes and does not exclude? TINT wanted to play a role here and, together with others, developed two events around the situation in Israel and Gaza: In Dialogue on the events in Israel and Gaza (by Studium Generale, TU/e and TINT) and Listening in times of Conflict (by TU/e, Eindhoven in Dialogue and TINT). On both evenings it again became clear that conflicts in the world that penetrate the TU/e community are difficult subjects to deal with. Because of the good intensive cooperation of all parties, we managed to discuss this very sensitive topic without creating conflicts between the participants. This alone can be seen as a success.

Also at the other end of the spectrum of TINT's activities, in (individual) life coaching, a strong need remained in 2023. Life coaching from TINT is increasingly finding its own place with room for "TINT topics" alongside and complementary to the work of TU/e student psychologists, with whom there is also more cooperation. The arrival of Marja Ernst in the team (January 2023) and the comparatively large number of coaching sessions

she took care of, could not prevent the many requests for life-coaching at the beginning of the summer causing a waiting list. Fortunately, starting in September 2023, Pelin Oztumer, as a life coach intern, was also able to coach some students and the waiting list disappeared in the fall.

Workshops and activities focused on personal development, well-being and life questions have also continued to expand. TINT gives these workshops not only as open workshops for everyone, but also as tailor-made workshops (e.g. Under Pressure workshop) for a.o. boards of study/student associations.

In communications, a perhaps inconspicuous but important change also occurred in 2023. Communication has further shifted from simply announcing/promoting activities to (also) a stand-alone activity to achieve TINT's goals. A TINT community was also started including a Whatsapp group for regular communication.

For the multitude of often far from simple activities and tasks described above, it was great to have a stable TINT Team at full strength throughout 2023 supplemented by Pelin Oztumer as a life coach intern.

Being able to work with an experienced TINT team at full strength again makes us very grateful that

various parties' financial support makes this possible through core funding and supplemented by project grants. For the basic financing we can already for several years count on: Protestant Church Netherlands, TU/e, Stichting De Kapel and the Protestant Municipality of Eindhoven. Project subsidies have in 2023 been able to provide a larger share of TINT's total funding, for which we are also very grateful. With this larger share of project grants, 2023 could also be financially closed positively.

The work of TINT is realized in collaboration with students and employees within the TU/e community and parties outside. We thank our partners, activity participants and everyone else involved for their efforts, contributions and involvement!



Image 2: workshop "Under Pressure" with AEGEE



TINT

Mission

TINT offers students from TU/e (BSc, MSc, PhD, PDEng and Postdoc), Fontys Hogescholen and Design Academy Eindhoven the opportunity to develop themselves in the field of purpose, life questions, spirituality, compassion, connection and personal development. TINT wants to help students discover who they are and want to become, deal with challenges that come their way, and explore what important values are in their lives.

For the TU/e community, TINT also aims to strengthen the development of the community on campus by connecting people and groups around personal themes from students' lives. In doing so, TINT pays particular attention to connecting with international students and wants to reduce the chances of students falling outside all networks. In addition, TINT contributes to the formation of the community by connecting and stimulating cooperation between organizations working in the field of personal development, meaning, religion and a multicultural society. In doing so, TINT works from a multi-religious and multicultural perspective.

Goals

The TU/e asked us to contribute to the awareness of students: 'how can they together form a welcoming community in which everyone, regardless of cultural origin, sexual orientation or religious beliefs, can be themselves?' This desire to help students discover their strengths and develop as human beings aligns well with the direction we intend to pursue at TINT in the years to come. The word empowerment has often been used here: it is about helping students develop skills so that they can grow in connection with themselves, others, life and (for religious students) with God. TINT would like to (continue to) contribute to this process of awareness. The direction we are exploring and developing from TINT in this regard is to increase the outreach and contribution to the community by offering activities not only to students, but also to associations, so that they can work within their own environment to create a safe and welcoming environment for all.

The objectives and indicators are described in the cooperation agreement with the TU/e, the grant application to the PKN and in the grant applications of projects. In 2023 we worked on the project 'Let's talk about discrimination' and became the project 'mental health of students'. The goals from the various agreements were translated into the activities below for 2023.

Community (wellbeing, inclusivity)

- In choosing and planning activities we try as much as possible to support and encourage development of well-being and inclusiveness within the student community.
- To advise and play an active role in the TU/e as a community, TINT participates in the Student Wellbeing Network (SWeN).

Workshops

- Organizing workshops and events for students is central to our activities. The aim is to offer about fifteen to twenty activities in 2023. We pay attention to the themes of identity and 'Let's talk about discrimination' and 'courageous conversations'. The project 'Let's talk about discrimination', started in 2022, will continue in 2023.



- When organizing events, workshops and other activities for students, we often collaborate with various groups within the TU/e community, such as Cosmos and Studium Generale.
- As in previous years, we are also offering mindfulness breaks and meditation workshops in 2023 in close collaboration with student organization Enter the Now.

Workshops for boards of study and student associations

- To strengthen inclusivity and connectedness within the student community, we actively focus on supporting and training boards of study and student associations through workshops, as they have a great influence on the culture and thus inclusivity within study and student associations.
- We are developing two workshops or other activities for this purpose and conducting five workshops or trainings on identity and connection.

Individual life coaching

- Individual life coaching for individual students remains important in 2023.

Philosophical organizations FISO, Credo

- As TINT, we are actively contributing to the new FISO umbrella.
- Through discussions, together with the organizations involved, we will evaluate how the place of the philosophical associations within FISO is doing and see if there is still a need for a joint working field. Where this is desirable, the organization will be adapted to the needs of the associations and this will be discussed with the TU/e as 'client'.

Communication and online interaction

- To get enough attention for our activities, we pay great attention to good communication through the university communication tools, the TINT website, and social media.
- Communication is no longer just a tool to promote events and workshops. It is also used as a tool to share knowledge and inspiration from our experts, students and the experts/students TINT collaborates with.

- We record podcasts to assist students in their development, allowing students to listen back to them when the topic is relevant in their lives. The content of these aligns with the students' needs and current projects.
- Reaching (a larger group of) students remains an ongoing focus of our attention. Through the website, social media, podcasts and the TU/e channels, we are working on the visibility of TINT, sharing knowledge and publicizing activities.
- We are exploring expanding opportunities to reach Eindhoven students of Fontys directly through their own channels.

Organisation and financing

- Due to the increase in salary costs, project grants are becoming increasingly important for the total financing of TINT's activities in addition to the foundational grants from Protestant Church Netherlands (PKN), TU/e, Protestant Municipality Eindhoven (PGE) and De Kapel. We therefore actively search for new potential funding providers and we apply for at least one new project grant.
- We maintain contact with our funders (outside the TU/e). For the PKN/PGE and De Kapel we do this for example through the substantive contribution of the life coach/student pastor to services, writing contributions in the magazine 'Samen' (newsletter from De Kapel) and exchanging experiences and expertise.



ACTIVITIES

Open Events

This year we organized 29 workshops/events, attended by a total of nearly 800 people. The goal of organizing 15-20 activities for students was thus more than achieved. The events were rated an average of 8.2 by our participants. For the complete overview of the workshops/events, please see the appendix "Year overview activities".

From the summer, we have organized as many activities as possible in cooperation with other parties in order to have a greater reach through their networks. At the beginning of this year we had to cancel 2 workshops due to lack of registrations (the lower limit is often around 6 participants in regard to no-shows). Although one of these workshops was in cooperation with another association, more use could have been made of that network. For the workshops we organized on our own, we put extra effort into promoting them, which ultimately proved to be a success. As a result, we have not had to cancel any activities since the summer. A great success is the collaboration with a TU/e wide program such as vitality week, diversity week or Recruitment Days. In such cases our workshops are normally completely sold out. You can read more about our promotion strategies in the section "Promotion". Below we highlight a few noteworthy workshops.

Open Stories

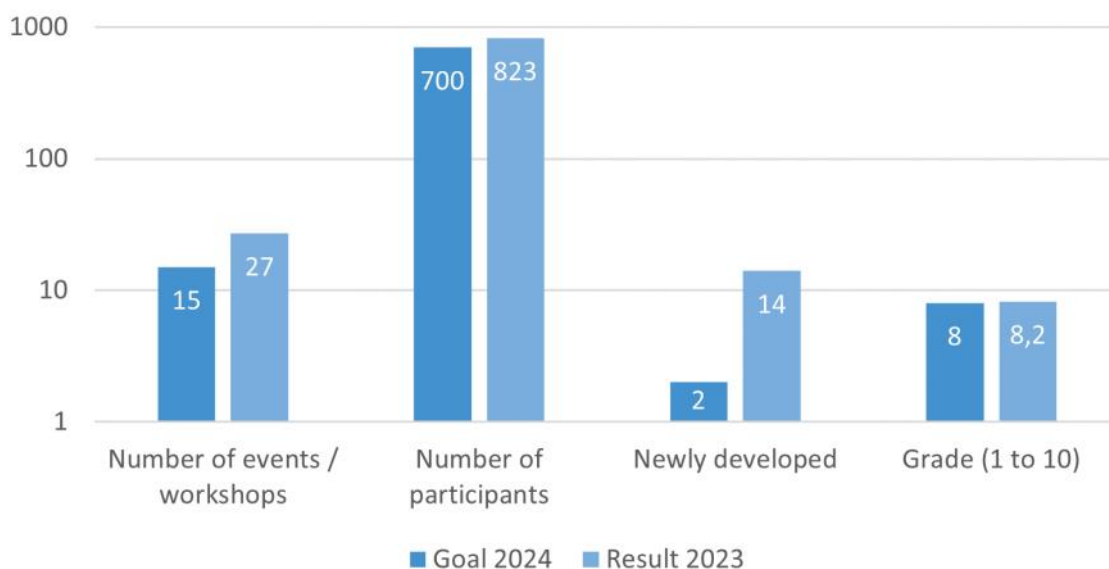
We have organized this event for the last 2 years in the context of the "let's talk about discrimination" project. It is not only a favorite for some of our employees, but it is also the favorite of our participants. In fact, this year's event was rated highest with a whopping 9.2. This event is entirely in the theme of engaging with each other on campus, being open to other's stories, and connecting people who otherwise might not have spoken to each other.

In doing so, it aims to broaden horizons and increase understanding of people who are different. The most represented themes were LGBTQ+, health, and society. At this event, we have invited a number of people with interesting stories: people who are non-binary, living with a disease or working towards positive climate change.

"It was very nice to hear such personal stories from the persons themselves, it creates an entirely new perspective on things."

- TU/e student

Statistics events and workshops



In small groups, our guests could engage in conversations with the people we invited to get to understand their stories. Participants reported that they gained new insights.

I'm Fine

This workshop was for all students who always say they are doing fine while trying to keep their heads above the water. The workshop revolved around learning to recognize one's own emotions and learning to accept them. For this, we hired an expert in the field of emotional coaching. We learned a lot from this collaboration about working with externals. For TINT it is very important that workshops are interactive, so that students can immediately start working with the material and therefore remember it better and the workshop gets more depth. Despite clearly communicating this requirement and it being confirmed by the guest speaker, the workshop turned out to be less interactive than expected. From this we learned that it is important to make sure we are on the same page regarding terms such as what "interactive" means. We also learned how important it is to fine-tune expectations when working with someone who is used to a different target group.

- [1] Silbrníková, M. (2023) *Dialoog over de situatie in Israël en Gaza slaagt alleen zónder inhoud*, Cursor. Available at: <https://www.cursor.tue.nl/nieuws/2023/november/week-3/dialoog-over-de-situatie-in-israel-en-gaza-slaagt-alleen-zonder-inhoud/> (Accessed: 26 April 2024).

2 Event about Israel and Gaza

At the end of the year, we rapidly developed two events around the situation in Israel and Gaza: In Dialogue on the events in Israel and Gaza (by Studium Generale, TU/e and TINT) and Listening in times of Conflict (by TU/e, Eindhoven in Dialogue and TINT). They both dealt with the same topic, but had a different approach. For example, on the first evening two speakers were invited, whose mixes were directly opposite. They engaged in dialogue together during the event, in which the audience also had a say (see the article the Cursor wrote about this evening [1]). At the second event, the participants were divided into groups with which they engaged in a conversation around the topic of conflict using the dialogue method of Eindhoven in Dialogue. With this method, there are clear rules of the game about how you listen to each other and how you speak from your own experiences. At several tables this resulted in inspiring and challenging conversations.

During this evening, stories also emerged about conflicts, which were not related to the Israel/Gaza conflict. This clashed with the expectations some participants had. Therefore, in the future, we want



Image 3: workshop "I'm Fine"



to frame the question differently during the dialogue method, focusing on how everyone has been affected by the conflict. This will start the conversation with everyone's own experience, but still focus on the topic. TINT has played a role in the TU/e community before when there were conflicts in the world (such as the war in Ukraine). These are often not the easiest topics to deal with. TINT is brought in to help think about how to shape the event. In this case, TINT helped think about the content and rules of the two evenings and the content and look of the PR. During the preparation of these events, TINT worked more closely with other parties within the TU/e (such as the communications department and security) than before. This paid off for the events themselves and also strengthened TINT's position within the TU/e network. All in all, we are satisfied with the course of the events: that they have been able to take place without major conflicts arising, we consider a success.

Workshops for associations

Inclusive leadership workshops

In our Inclusive Leadership workshops we help student boards to make their association more inclusive, for example when they want to better integrate international students or create more mutual understanding when there are conflicting norms and values. After two successful pilots in 2022, we also offered these workshops to two boards in 2023: for one board, the workshops focused on dealing with different values, and for the other on making the association more inclusive on a cross-cultural level. By offering this workshop to boards, we hope to contribute to an inclusive culture within the associations and thus reach a larger group of students.

One board was eager to shape relationships with other associations and improve them where necessary. In the interaction between student

"I liked the way in which we learned a new method to share and word your opinion. ." - TU/e student

associations you can encounter different (and sometimes conflicting) values, which is why the focus of these workshops lies on becoming aware of your own values and discussing differences. It was nice that students discovered that you can have different opinions based on the same values and that, conversely, the same opinion can conceal different values. Participants also discovered that their own values sometimes differ from the values they want to promote as board members. In the workshop we explored how to keep listening to each other despite differences of opinion, using the dialogue attitude (1. Open listening, 2. Asking exploratory questions, 3. Withholding your own opinion, 4. Speaking from your own experiences).

Another board wanted to become more inclusive for students from a certain culture, who have been underrepresented within the association until now. During these workshops, we first explored what experiences the board members themselves have with "feeling included or excluded" and what they



Image 4: Inclusive leadership workshop

"I think it was a very useful workshop. ." - TU/e student



have learned from this. After that, we brainstormed plenty of ideas to involve more students from the particular culture in the association. These ideas were then tested and added upon in conversation with this target group. Ideas on which opinions differed were discussed by the board members with an open dialogue attitude in order to find new ways to deal with the differences of opinion.

“I think that a similar workshop might be useful to all students working in groups with people of different cultures/origins; as often happens during courses at the university.” - TU/e student

All in all, we too learned a lot from these workshops. We took more time per workshop than last year (2.5 hours instead of 2 hours), so there was more relaxation in the workshops. Also, this year the students were more actively engaged in the dialogue attitude themselves, which allowed them to practice this attitude better and make it easier to use in the future. The scheduling of the workshops also proved to be a challenge this year: boards prefer to take the workshops in the fall, as they will still have much to gain from them. This makes it impossible for us to spread the workshops throughout the academic year. Fortunately, we were still able to schedule Inclusive Leadership workshops for two boards at the beginning of 2024, allowing us to accommodate most requests.

“There was an open environment, and there was the possibility to ask questions all around.” -TU/e student

Dealing with the Fear Of Missing Out (FOMO)

This workshop was given to the study association Intermate (Faculty of Industrial Engineering & Innovation Sciences). Many students suffer from the fear of missing out on fun things, falling short, not accomplishing enough, in short: FOMO. In this workshop, we explored how these feelings live and how to deal with them. For example, we played FOMO bingo (how many attributes of FOMO do you recognize?) and participants engaged in a gratitude exercise to realize what they are grateful for in their lives. It was nice to see how much mutual recognition there was.

During this workshop, we noticed how easily the ice was broken during an exercise in which the participants stood in a circle (rather than a lecture setup). Working in a circle therefore became the starting point in workshops developed since this one.

Under pressure workshop

In our Under Pressure workshops, we help students reflect on how they deal with stress in their lives, how to find more balance between effort and relaxation, and how to make more space for what inspires and energizes them. In 2023, we offered this Under Pressure workshop twice to members of Scala (the umbrella for cultural associations) and once to members of HSA Confluente (association of students pursuing an honors program in addition to their studies).

The first workshop for Scala members took place in May. Participants used a "burn out bingo" (a bingo card with symptoms that may indicate emerging burn out, such as: drinking too much coffee, insomnia, neglecting social contacts...) to discuss what stress looks like for them and how they deal with it. Then, in a subsequent exercise, they explored the balance in their lives between "things that give them inspiration and energy" and "tasks that feel like a burden. Talking with each other and with the life coach, they came up with ideas for finding a healthier balance in their lives. Unfortunately, attendance at this first workshop was low though, as many students who had signed up did not show up.

Since the content of the first workshop was a success, the Scala board wanted us to offer this



workshop annually from now on. Preferably, however, a little earlier in the academic year, so that students would benefit more from it during the rest of the academic year. Hence, we offered the workshop again in early December. Because of the low turnout in May, this time a small fine was imposed on students who did not show up (without cancellation). This worked well: almost everyone who had registered actually participated in the workshop, which led to a lively workshop with a lot of interaction.

We also offered the Under Pressure workshop to the members of HSA Confluente. This workshop was particularly applicable to them, since attending an Honors Program involves a high workload. During the workshop, some of them found out that despite the high workload, they are pretty well off in terms of well-being. On the contrary, others realized that they experience stress almost constantly and that it is time to change that. The good thing was that the workshop offered plenty of room to exchange ideas with each other, to experience that they are not alone and to get ideas on how they can do things differently.

Some participants of these Under Pressure workshops had expected to receive more concrete tips in the workshops, while the workshops are mainly focused on reflecting on their own situation and exchanging experiences. It would be nice to explore in future workshops how we can give the concrete tips a place in an interactive way, so that participants can test the tips on the spot.

Life coaching

Within TINT, pastoral care/life coaching has a long tradition. Our student pastors/life coaches help students in the choices and changes they go through in their lives.

“Life coaching at TINT: a good place to talk about your issues with someone who asks just the right questions!” - TU/e student



Image 5: Under Pressure workshop at Confluente



In an open manner, students can vent their hearts about dilemmas and receive support with their life questions. Topics such as meaningfulness and religion are also discussed. Life coaching at TINT is easily accessible: also smaller questions are discussed before they grow into bigger problems. In addition, life coaching has the function of catching signals in time and referring them to other student counselors and agencies where necessary.

Questions from students during the life coaching included:

- What do I want after my studies?
- How can I improve my social relationships?
- What would help me to be happier in life?
- How is my relationship with my parents and how do I deal with it?
- How can I allow myself to make mistakes?
- How can I grow in self-confidence?
- What gives my life meaning?
- What does spirituality mean to me?
- How can I draw more confidence from my faith?

“Marja listened without judgement. No question, answer, story, or statement is wrong (or right). It is just as it is. This not only made me feel like I’m not crazy, but also that I am free to say things. With that, I admire the way Marja listens to all my tangled up stories, manages to unravel them, to get to the essence together.” - TU/e student

In 2023, Margit van Tuijl and Marja Ernst were TINT's regular life coaches. Marja was new to the team in January 2023 and took care of many coaching sessions relatively. Because of the many requests, a waiting list developed towards the summer as well, and it was good that from September 2023 Pelin Oztumer, as a life coach intern, was also able to coach some students. In

2023, the life coaches and the life coach intern together conducted 121 coaching calls by appointment, 45% of which were with international students. In addition, they conducted an estimated 125 informal conversations of a coaching nature. These informal conversations took place during physical events and in TU/e corridors.

“The life coaching with Margit was sometimes confronting, but that was exactly what I needed to change my patterns. Due to the life coaching I found more balance between studying and doing fun things. I also approach people more easily. In general, the sessions helped me in making more space for what I like doing most: I feel happy in life more often.” - TU/e student

Students found their way to life coaching through TINT events, our website, social media, the TINT community (Whatsapp group), referrals by other student coaches and through fellow students. The verbal and written feedback the life coaches received from the students showed that the sessions were rated well and that the students received a lot of support. On average, the coached students rated the life coaching with an 8.9.

“The excersizes we did during and after the sessions were really nice to change perspectives. During these excersizes I had to answer questions which I would normally not think about, but it’s exactly that which worked really well to reflect.” - TU/e student



Community

In 2022, we established a community through a WhatsApp group. At the time, the goal was to reach our target audience easier in order to get higher participant numbers per workshop. This year we reflected several times to determine the progress of the community chat and see if we can get more out of it.

The biggest challenge was to make the community a vibrant group. To do this, we sent an assignment into the group every week and regularly organized joint lunches or other simple activities such as playing frisbee or bocce game. However, we noticed that we were not getting much response and few people were coming to these activities. After trying many things; organizing different activities and promoting them enthusiastically, we chose to drop this component and put our energy into something else.

We chose to send weekly polls (a multiple-choice question) instead of weekly assignments. This lowers the threshold for students to express themselves in the chat. These polls link to the themes TINT stands for and gives students a chance to reflect on their lives and see that they are not the only ones struggling with certain issues (such as dealing with stress). The polls are not only a way to bring the community to life, but are an additional tool to inspire students. A total of 43 weekly polls and assignments were sent out this year. Meanwhile, the group is becoming more and more alive, discussions are occasionally held, people ask each other for help, and more than 10% of our workshop participants have heard about the workshop through our community chat. And above all, the number of participants in the group continues to grow. By 2023, for example, we have gone from 30 to nearly 90 participants.

In the coming year, we want to increase the community by continuing to promote it at our events. In addition, we will continue to think about how to get more people from the community to our events.

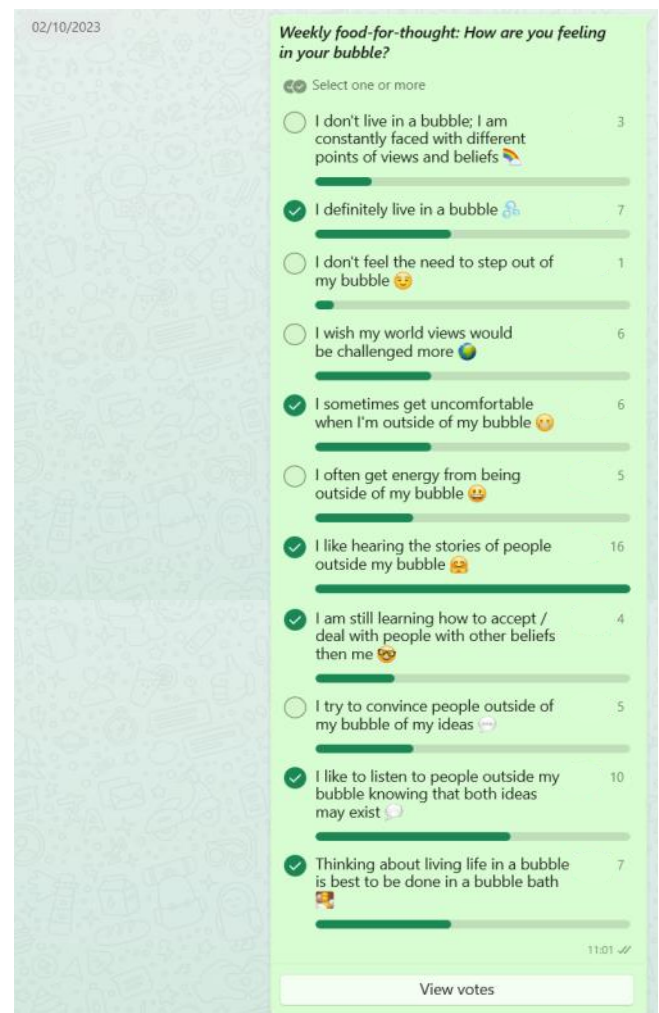


Image 7: One of the weekly polls

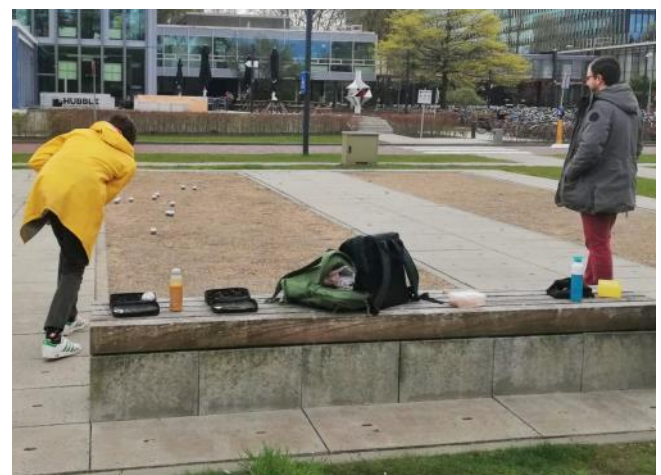


Image 6: Bocce game with the community

Podcasts

In 2023, we published 6 Tools for Life episodes and 6 Guided Meditations with a total of 316 listeners. Starting with academic year 2023-2024, the frequency of the Tools for Life podcasts has been reduced from approximately 1x per month to 1x per quartile. This will free up time that we plan to put into promoting our events, reaching new students and doing more on-demand workshops. The podcasts we created this year were about inclusion, wellness, and inspiring our listeners. These podcasts align with our events and other relevant topics for students.

For the mindfulness podcasts, we have published thirty-three Guided Meditations since we started in 2020. These offerings can be listened back at any time on Spotify, for example. As of the 2023-2024 academic year, we have decided to stop new recordings so that we have more time for other activities. We do not rule out ever continuing

mindfulness podcasts again, when there is a need for this.

Promotion

This year we put a lot of time and energy into improving our promotion by using more channels, experimenting with designs and exploring new forms of promo. People now seem to find us more easily for on-demand workshops, a coffee date or to collaborate.

Domibo radio

This year, TINT visited Domibo radio (part of Rararadio, a radio station in Eindhoven) twice. In one episode, TINT gave tips to new students in an interview, where we were also given space to promote TINT ourselves [2]. In another episode, our life coach Marja Ernst shared her expertise around dealing with stress and insecurities [3].



Image 8: "Making Friends in Eindhoven" promo video



Image 9: Gergely at Domibo radio

[2] Domibo Radio (2023, Aug) *How to kick-start your student life*, [thisiseindhoven.com](https://open.spotify.com/episode/0rSr8WhpxiauV94ij9xOtJ?si=58e07082f10f4d76). Available at: <https://open.spotify.com/episode/0rSr8WhpxiauV94ij9xOtJ?si=58e07082f10f4d76> From 33:54 (Accessed: 26 April 2024).

[3] Domibo Radio (2023, Sep) *How to deal with stress uncertainties and other "negative things"*. Available at: <https://open.spotify.com/episode/7qMxYJaO0urDtWswgRFGzA?si=e64de2e4d3b2491f> From 17:52 (Accessed: 26 April 2024).



Video

In 2023, we started experimenting with creating videos to promote our events. We have used this in the past as well, but we have revived this and now ensure that our videos have a storyline that also connects with our target audience. The videos allow us to paint a better picture of the content of the workshops, attract more attention, and by creating Reels we can distribute the videos through a different algorithm. We experimented with different formats. For example, we have had workshop speakers talk about the workshop, created animations and played sketches. The latter category in particular seems to be doing very well in terms of ratings. Making the videos is labor intensive. We will continue this next year and also want to see if the increase in participants outweighs the extra effort.

Fontys

A good contact has been established between Fontys and TINT this year. Our contact person at Fontys has indicated that they see the importance of TINT and are therefore eager to promote us. Since this year, TINT has been mentioned on the Fontys website. In addition, events relevant to Fontys students are shown on the digital screens at Fontys.

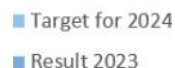
Community

In our weekly polls, we cover topics related to our upcoming events. We then use the responses to this poll as a bridge to promote our events. For example, we have already asked the question about how people feel about their bubble only to say that the "open stories" event is very appropriate for people who have given a certain answer.

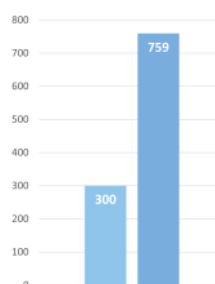
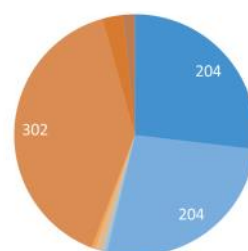
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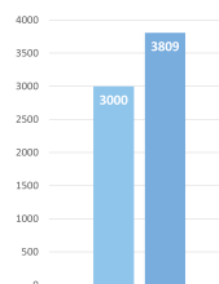
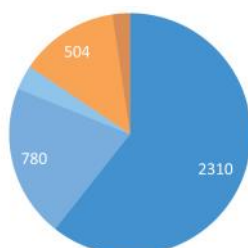
Total



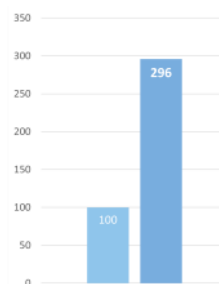
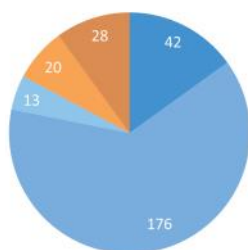
Amount of posts



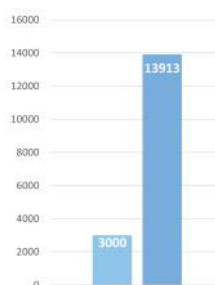
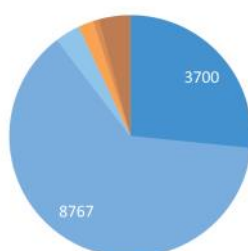
Amount of followers



Amount of new followers



Reach



PROJECTS

Let's talk about discrimination

Racism and discrimination is a broad social issue that is also present in Eindhoven's student community. With our content expertise in the field of philosophy of life and meaningfulness, we want to ensure the safe space in which we accept, question, and learn from each other. In today's society, much social contact takes place online, there are complex issues surrounding inclusion, and on social media we are mostly convinced of our own ideas. Discussions on topics such as gender identity, religion or migration background sometimes get quite heated and there is more and more us/they thinking. This can also be seen among students, where there is not always understanding for people from "other" groups.

With the "Let's talk about discrimination" project, we made discrimination negotiable within TU/e and Fontys by focusing on strengthening dialogue and mutual understanding. Inclusion comes from genuine encounters with others and differently minded people. In doing so, it is important to teach students how to discuss such issues with each other and address them together. This project was made possible by a financial contribution from Foundation Woudschoten and VSBfonds.

Our project approach consists of the following components:

- "Courageous conversations"
- Training of our own TINT professionals and application of insights
- Individual coaching through life coaching
- Workshops on the value of identity
- Workshops on diversity and inclusion

Courageous conversations

'Courage conversations' is a method of TINT, in which you engage in conversation with each other, keeping room for different views. This method is very suitable for discussing difficult subjects. Each participant can contribute from his or her own background and the conversation form is designed so that every voice is heard. You are also challenged as a participant to find your own voice while putting yourself in the other person's shoes. We developed the method in 2021 and have been applying it successfully in our workshops and events for two years now.

In 2023, we organized the following activities within this framework:

- Open Stories was entirely dedicated to "making difficult topics discussable by opening the conversation with people with a special story" (such as living with an illness, being transgender or having had a traumatic childhood).
- The events "Listening in times of conflict" and "In dialogue about the events in Israel and Gaza" on events in Israel and Gaza.



Image 10: Open Stories event



- The workshop The Power of Words. In which hate speech vs freedom of speech was discussed. (See Cursor article [4].)

A more detailed description of these activities can be found in section "open events."

In addition, our podcasts also focus on courages conversations, where we invite guests to engage in conversations about topics relevant to students. You can read more about the topics of our podcasts under the heading "Podcasts."

Training of our own TINT professionals and application of insights

Our life coaches have delved further into the topic of discrimination in various ways. For example, they have read several relevant books (such as 'Hello white people' by Anousha Nzume), watched videos (such as 'Unconscious Bias Workshop' by Gloria Keukens-Kahn) and attended programs (such as 'XYI' on intersexuality, organized by Studium Generale). They also led conversations between students and staff (such as the 'Equity, Diversity and Inclusion in the classroom' dialogue discussions during Diversity Week) and gained new insights and experience during these conversations. Through this training and practice, we are creating more and more expertise on inclusion, can offer even better workshops and have more focused life-coaching conversations.

Individual coaching through life coaching

Through our life coaching, we can help students in a more focused way and can go deeper into personal topics than in our workshops. In doing so, we help students enter into dialogue with themselves and discover how they are dealing with the topics without judging themselves.

This year there have been 35 coaching sessions around the theme of diversity. Questions such as: "To what extent does autism play a role for me?", "How do I find my way in sexual diversity?" and "How can I be myself while feeling different from fellow students?" were addressed. The life coaches

gave the students space to tell their stories, explore their identities and find new ways to be themselves more.

Workshops on the value of identity

From experience, TINT knows that identity - and more precisely the value of identity - plays a key role in this issue of discrimination. This works along two lines:

1. *Value of one's own identity.*
Acceptance around being different, even if you are part of a minority in terms of your own culture, nationality, race, background, gender, etc. Discovering the power of your 'being different' as a 'superpower' and using it to make valuable contributions to society.
2. *The value of another's identity*
The insight that the identity of the other is not 'weird', inferior and possibly threatening, but is a valuable contribution to and addition within the community, provided that you give space to 'being different' and are open and willing to engage in conversation.

The goal of the workshops we offer is to create more space for dialogue on issues that are present in the multicultural and multi-faith environment. We want to inspire students to find similarities, respect differences and appreciate each other. In doing so, we strengthen the value of one's own identity and the appreciation of another's identity. This improves mutual understanding and involvement and reduces the (likelihood of) discrimination.

- During our 'Celebration of Women in Science' event, we showed students how we can all contribute to creating a more inclusive technical environment for women.
- 'Connect with my culture' was a new event to introduce students to different cultures and associations present at TU/e. In doing so, TINT discussed life questions such as "To what extent do you feel at home at TU/e?" in an approachable and meaningful way through speed dating.

[4] Schalij, N. (2023) *Cursor goes course-hopping | word usage*, Cursor. Available at: <https://www.cursor.tue.nl/en/news/2023/mei/week-4/cursor-goes-course-hopping-word-usage/> (Accessed: 29 April 2024).

[5] Aert, L. (2023) *Sunny Bergman: "Recognize your subconscious prejudices"*, Cursor. Available at: <https://www.cursor.tue.nl/en/news/2023/mei/week-2/sunny-bergman-recognize-your-subconscious-prejudices/> (Accessed: 29 April 2024).



- 'Explore your biases' 'with Sunny Bergman was an event organized with Sunny Bergman as a guest to make people aware of the biases they have. You can read more about it in Cursor's blog [5].
- TINT was also invited to speak during 'Passion Week' about how faith can play a role in your life and how it can be part of your identity.

Workshops on diversity and inclusion

How do you make your (study) association inclusive? How do you make all students feel at home, even if they differ in cultural background or outlook on life?

Last year, we worked on our inclusive leadership workshops for boards. For this we have developed two versions. One is about getting boards to think about their values and find commonalities in them. The other is about making everyone feel welcome regardless of their background. Here we let boards reflect on what inclusion and exclusion means to them. In doing so, we create more understanding within boards and teach them how to become more inclusive.

These boards will then work with their new insights and the students in the associations will indirectly benefit from our workshop. You can read more about this workshop in the chapter "workshops for associations".



Image 11: Explore your biases event (Picture taken by Maud Staassen)



Organisation & network

Organisation

These are the core values we carry out as TINT:



Team

Het huidige team bestaat uit onze program manager Kimberly Drabbels, event organizers Kasper de Bruijn en Gergely Fodor, life coaches Margit van Tuijl en Marja Ernst en stagiair life coach Pelin Oztumer. Er is dus het een en ander veranderd ten opzichte van 2022.

Na vijf jaar event organizer te zijn geweest bij TINT heeft Ana Xambre Pereira het team dit jaar verlaten. Ze had de kneepjes van het vak helemaal onder de knie en heeft dit goed over kunnen dragen aan haar opvolgers. We hebben twee nieuwe teamleden kunnen verwelkomen. Marja Ernst is als life coach ons team komen versterken. Haar passie en enthousiasme spat ervan af en door haar hebben we de wachtrij voor de life coaching weer flink terug kunnen brengen. Haar kennis rondom vertrouwenspersoon gesprekken en interculturele verschillen zijn al van grote waarde gebleken. Marja heeft dan ook de extra rol van vertrouwenspersoon binnen het TINT team. Daarnaast is Pelin Oztumer in september bij ons begonnen, zij zal een jaar lang stage bij ons lopen waarbij ze studenten zal coachen. Door haar bijdrage hebben we op dit moment voldoende capaciteit voor life coaching.

Bestuur

De samenstelling van het bestuur is in 2023 niet veranderd en het bestaat uit: Willem Mak (Voorzitter), Hein Otto Folkerts (secretaris), Tony Williams (Penningmeester), Dione van Noort (bestuurslid), Mihaela Niculescu (HR).



Image 12: Pelin



Image 13: TINT's board (from left to right): Tony, Mihaela, Willem, Hein Otto, Dione



Network

This year we paid a lot of attention to networking to gain new valuable contacts that we can work with in the future. For example, we dropped by the stEHVen awards. We also pitched ourselves at the chain of student supervisors at TU/e and CAPS (Career and Professional Skills) and participated in the TU/e Mystery Tour (a networking event where TU/e students, directors and staff discuss certain topics). We got in touch with Fontys, and developed events with associations we had not worked with before.

FISO

FISO is a relatively young umbrella for associations at TU/e that cover the themes of internationalization, well-being and/or inclusiveness. Besides the religious and spiritual associations that previously fell under CREDO (TINT, Enter the Now, C.S.V. Ichthus, S.A. Salaam, Navigators Network and HOST), AEGEE, Compass, Cosmos and the Vegan Student Association Eindhoven are also part of FISO. Last year it was decided that CREDO will not form an official sub-dome under the FISO umbrella. The contacts with the religious associations will be maintained informally, in which, after a discussion between Ichthus, FISO and TINT, it has been established in writing how the FISO board will keep an eye on religious values.

In 2023, Marja Ernst took up and further shaped the role of advisory member of FISO's supervisory council. She is available as a sounding board for the FISO board, the supervisory council and on request for the associations under FISO. For example, in this role, she met with members of the supervisory council in the fall and also with members of the new boards of SA Salaam and Ichthus, among others. As an example of being "available on demand," Marja supervised two evaluation sessions within FISO at the request of TU/e.

That TINT is part of FISO gives opportunities such as the joint organization at the intro of new students and other activities in cooperation with the associations under FISO. TINT has good contacts within FISO with the different associations and students and contributes - also by giving workshops and assisting with conflicts - to the goals of inclusiveness, identity and well-being.

Student wellbeing

Last year, the Student Wellbeing Network (SWeN) focused on changing its structure. This led to the idea of creating a Wellbeing Chain uniting all parties (both staff and students) concerned with student well-being. These parties will share their challenges, ideas and findings so that the university can collectively address wellbeing challenges. TINT will be part of this new chain because of our expertise in wellbeing and the wellbeing-related events and life coaching we offer. Our life coach Margit van Tuijl will participate in the chain meetings to keep up-to-date with current events on campus and share her expertise. The chain will also likely have several specialized committees. It has not yet been decided whether a representative from TINT will also participate in these committees.

The new policy has been approved by all TU/e umbrellas and all participating SWeN members. The kickoff of the Wellbeing Chain will take place in early 2024.

Through our connections with SWeN, we contributed to the Connect with My Culture event (see "Let's talk about discrimination"). Thanks to the collaboration, we reached a wide audience of students. We will also participate in the next edition of this event in 2024.

FISO



PLANS FOR 2024

The goals and indicators are described in the cooperation agreement with the TU/e, the grant application to the PKN and in project grant applications. In 2024 some of these cooperation agreements will be renewed and a new multi-year plan will be drawn up as a foundation. In 2023, we worked on the project 'Let's talk about discrimination'. The workshops developed in that project will remain part of the offer in 2024. In 2024 a start will be made with the project 'students' mental health'.

Community (wellbeing, inclusivity)

- In choosing and planning activities, we try to support and encourage development of wellbeing and inclusiveness within the student community as much as possible. We include these themes in the workshop offerings.
- To advise and play an active role in the TU/e as a community, TINT participates in the Student Wellbeing Network (SWeN).

Open events

- Organizing workshops and events for students is central to our activities. The aim is to offer about fifteen to twenty activities by 2024. We will continue to pay attention to the themes of identity and "Let's talk about discrimination" and "courageous conversations" and begin work on the new theme of "students' mental health".
- When organizing events, workshops and other activities for students, we often collaborate with different groups within the TU/e community, such as Cosmos and Studium Generale.

Workshops for boards and study and student associations

- To strengthen inclusivity and connectivity within the student community, we actively focus on supporting and training boards of study and student associations through workshops, as they have a great influence on the culture and thus inclusivity within study and student associations.
- To this end, we are developing two workshops or other activities and conducting five workshops or trainings on identity and connectedness.

Individual life coaching

- Life coaching remains important to offer to individual students in 2024.

Philosophical organisations Fiso, Credo

- A TINT life coach fulfills the role of advisor to the supervisory council of FISO and is available as a sounding board for the board and the associations. It has been agreed that the initiative may come from either side: the life coach identifies questions or bottlenecks and brings these in, or the question can come from the supervisory council, the board of FISO, from the associations or from ESA.
- As TINT we maintain informal contact with the philosophical associations under FISO, for example by being present at activities (of FISO or one of the associations). This keeps the lines of communication short and the contacts low-threshold.



Communication and online interaction

- To get enough attention for our activities, we pay great attention to good communication through university's communication tools, the TINT website and social media.
- We record Podcasts to help students in their development, so students can listen back to them when the topic is relevant in their lives. The content of these is in line with students' needs and themes that connect to current projects.
- Reaching (a larger group of) students remains an ongoing focus of our attention. Through the website, social media, podcasts and the TU/e channels, we are working on the visibility of TINT, sharing knowledge and publicizing activities.
- We explore expanding opportunities to reach Eindhoven students of Fontys Universities of Applied Sciences directly through their own channels.



Protestantse
Kerk



Organisation and financing

- Due to the increase in salary costs, project subsidies are becoming increasingly important for the total financing of TINT's activities in addition to the basic subsidies from Protestant Church Netherlands, TU/e, Protestantse Gemeente Eindhoven and De Kapel. We are therefore actively seeking new possible subsidy providers and we are applying for at least one new project subsidy.
- We maintain contact with our funders (outside the TU/e). For the PKN/PGE and De Kapel we do this, for example, through the contribution of the life coach/student pastor to celebrations, writing contributions in the magazine 'Samen'/De Kapel newsletter and exchanging experiences and expertise.



Financial statements

On the income side, the coverage of Stichting TINT is fundamentally formed by structural (multi-year) contributions from the Technical University Eindhoven (TUE), Protestant Church Netherlands (PKN), Protestant Municipality Eindhoven (PGE) and Stichting De Kapel. We are extremely grateful to our sponsors. Without their financial support there would be no TINT.

On the expense side, direct staff salary costs are by far the largest costs. The TINT team currently consists of five paid employees: two life coaches, two event organizers and a program manager. This balances the team nicely and gives us sufficient capacity to set up and organize the planned activities and develop new initiatives. In recent years, we have been faced with the challenge that the subsidies we receive as a foundation from our regular sponsors TU/e, PKN, PGE and De Kapel are no longer sufficient to cover all costs. In addition, personnel costs increase annually due to scale adjustments and collective bargaining agreement wage increases (6% in 2023) while the financial contribution from some of our sponsors has remained the same in recent years.

To continue to realize our ambitions we need additional funds. We try to raise these additional financial resources through project grants for chosen themes to which we (want to) give extra attention with TINT by developing new activities and collaborations.

In 2022 we received €15,000 each from VSB-fonds and Stichting Woudschoten for our project 'Let's talk about discrimination'. Thanks to this project funding, we have been able to successfully implement this project for the past 2 years. Since we had already received the entire contribution in 2022, we took a reservation of €15,000 in 2022 which was released this year to fund the second year.

In 2023, we received project funding of €1,500 from Stehven Eindhoven for the Celebration of Women in Science event that we co-hosted with WISE and Beyond. In addition, we started working out and

fundraising for a new project on “Mental well-being and dealing with stress” with the intention to launch the project in 2023. Because we needed more time for fundraising, we decided to carry out the project in 2024 and 2025. We had already reserved €9,000 on the 2022 balance sheet of which €3,000 was released in 2023 to cover the start-up activities. The rest remains as a reservation on the balance sheet for 2024 and 2025. We are happy to report that Boelaars de Vries foundation has responded positively to our proposal and has already transferred €5,000. We have reserved this amount for 2024. In addition, there are still 2 grant applications open of which we expect a decision in the first quarter of 2024.

Thanks to the additional funding from the grants in 2022, we were able to end the year 2023 in a nice way with a small loss of €943 at the expense of our equity. For the 2024 budget we assume an increase in salary costs of 4.5%.

The balance sheet, income statement, and budget can be found in the appendix.



INSPIRATION

More and more people are experiencing climate anxiety: worries about climate change and its consequences. This is not surprising, because every day there are reports in the news about global warming, forest fires, floods, endangered species.... Especially for young people, this can lead to feelings of stress, helplessness and depression. How do you deal with these feelings? How do you stay confident despite everything?

In June, the TU/e campus hosted Green Week: a week dedicated to sustainability. As part of this Green Week, we as TINT gave a workshop on climate fear, to offer students a place to share their experiences in this area and gain new ideas on how to constructively deal with climate fear.

In preparing for this workshop, I was inspired by the book “Zen and the art of saving the planet” by Vietnamese Buddhist monk Thich Nhat Hanh. He describes how in his life he constantly seeks a balance between activism (he was among other things actively involved in the peace movement during the Vietnam War) and mindfulness (constantly seeking sources of inner peace and focus). This is also the way to keep working for a more beautiful earth in the long run. He also explains that there are many different ways to contribute to a more beautiful planet. For some it is by demonstrating, for others by contributing to sustainable innovation, while others are good at listening and thus can lessen the suffering of others.

As we sat comfortably on picnic blankets under a tree, everyone shared how they deal with climate fear through a series of exercises. I found it interesting that experiences varied widely. There were students present who were fully involved in climate demonstrations. They talked about how this makes them feel that they can contribute something and are not alone in this struggle. However, it is a challenge for them to stay aware of their own limits and not burn out. Another student mentioned that she is still searching for how she wants to contribute. She thought about getting involved in a political party with green ideals. Yet another student said he regularly lists his concerns and then chooses the three most important ones to work on. Addressing all the concerns at once is too much and this way it becomes more manageable.



Image 14: Eco-anxiety workshop

After the workshop, participants said they were happy to share their feelings and to experience that they are not alone. On your own you cannot save the planet, with many people together perhaps you can. Who knows...

Written by Margit van Tuijl

Appendix

Year overview activities

Open events

Activities	Category	Date	Collaboration	Number of visitors
Mindfulness break Q2	Meditation	24 Jan	Enter the Now	5
Celebration of Women in Science	Event	14 Feb	WISE, Beyond	37
Presentation at Passion Week lunch	Contribution to event	16 Feb	Passion Week	112
Presentatie bij Alpha students	Contribution to event	27 Feb	Ichthus, Navigators	8
Speed dating	Event	1 Mar	Connect with my culture	22
Plan(t) your future	Workshop	6 Mar	Vitality Week	7
Financial Wellbeing	Workshop	14 Mar	B&R	12
Mindfulness break Q3	Meditation	11 Apr	Enter the Now	7
Explore your biases with Sunny	Event	9 May	Studium Generale	68
Presentation at Following God's	Contribution to event	23 May	Ichthus	12
Power of Words	Workshop	23 May	-	8
Ichthus + TINT free Lunch	Event	13 June	Ichthus	27
Eco-anxiety	Workshop	14 June	Green Office, TDG	8
Mindfulness break Q4	Meditation	27 June	Enter the Now	4
International welcoming day; speed dating	Event	18 Aug	CIC	121
Intro market; Life Question Twister	Event	22 Aug	CIC, FISO	60 (by estimation)
Intro workshops: Expectation Bingo	Event	24 Aug	CIC	5
Make Friends in Eindhoven	Event	12 Sept	Cosmos	17



VSA Lunch	Event	25 Sept	VSA	32
Build Up Your Social Life	Workshop	3 Oct	-	5
Guide conversations at Dialogue event	Contribution to event	9 Oct	Diversity week	14
Open Stories	Event	11 Oct	Diversity week	23
In dialogue about the events in Israel and Gaza	Event	16 Nov	Studium Generale, ESA	90 (by estimation)
I'm Fine	Workshop	22 Nov	Vandi coaching	8
Under pressure + dinner	Workshop	28 Nov	AEGEE	10
Listening in Times of Conflict	Event	30 Nov	ESA	46
2x Passionate about your future	Workshop	12 and 13 Dec	Wervingsdagen	18

Workshops for associations

Workshop	Date	Applicant	Number of participants
Inclusive Leadership 2	17 Jan	Lucid (board)	6
Under Pressure	30 May	Scala	5
Under Pressure	19 Sep	Confluente	10
Inclusive Leadership 1	2 Oct	Cosmos (board)	5
Inclusive Leadership 1	10 Nov	FISO (board)	4
Inclusive leadership 2	15 Nov	Cosmos (board)	6
Under Pressure	5 Dec	Scala	10
Inclusive Leadership 2	22 Dec	FISO (board)	4



Balance sheet

BALANCE	31-12-2021	31-12-2022	31-12-2023
ASSETS			
Triodos bank account - general	€26.178	€53.314	€34.303
Triodos bank account - events	€857	€6.984	€5.032
Triodos savings account	€14.766	€14.742	€14.744
DEBTORS / SUBSIDIES to be received	€10.114	€9.397	€10.288
TOTAL ASSETS	€51.915	€84.838	€64.367
LIABILITIES			
Accounts payable	€8.113	€6.128	
Reserves for any transitional costs TINT	€8.500	€10.000	€10.000
Reserves start pension fund (PFZW)	€5.600	€5.600	€5.600
Reserves project "Mental well-being and dealing with stress"		€9.000	€11.000
Reserves project "Let's talk about discrimination"		€15.000	
Total current liabilities	€22.213	€45.728	€26.600
Equity at start of financial year	€36.395	€29.702	€38.710
Retained earnings	€-6.693	€9.007	€-943
Total equity at end of financial year	€29.702	€38.710	€37.767
TOTAL LIABILITIES & EQUITY	€51.915	€84.438	€64.367



Income statement and budget

	RESULT 2021	RESULT 2022	RESULT 2023	Budget 2024
REVENUE				
Subsidy from TUE	€40.000	€40.000	€40.000	€40.000
Subsidy from PKN	€51.210	€51.775	€53.827	€57.000
Subsidies from PGE, De Kapel	€15.750	€15.750	€15.750	€15.750
Donations to TINT via De Kapel	€4000	€5.100	€8.350	€6.250
Project-subsidies: BdV, KNR-PIN, VSBfonds, Triodos Foundation, Woudschoten, Stehven	€15.000	€46.028	€6.500	
Release of funds project subsidies VSBfonds, Woudschoten, BdV			€15.000	€5000
Project subsidies to be requested				€18.000
Subtotal subsidies and donations	€125.960	€158.653	€139.427	€142.000
Participants fee	€532	€600	€790	€750
Other incidental revenue	€1.395	€572	€1.012	€1.250
Release of funds			€3.000	€3.000
Subtotal other revenue	€1.927	€1.172	€4.802	€5.000
TOTAL REVENUE	€127.887	€159.825	€144.229	€147.000
EXPENCES				
Subtotal salary costs current workforce	€121.789	€114.320	€126.277	€132.000
Other personnel related expences	€1.660	€1.133	€2.078	€2.000
Reservation regarding transitional and pension costs		€1.500		
Contribution to student chaplaincy of IFES	€4.000	€4.000	€4.000	€4.000
Subtotal general and board expenses	€321	€397	€264	€400
Subtotal general production	€2.933	€2.561	€3.470	€3.500
Subtotal projects and activities	€3.878	€2.906	€4.084	€5.100
Reservation project: "Mental well-being and		€9.000	€5.000	
Reservation project subsidies Woudschoten and VSB for "let's talk about discrimination" received in 2022 for 2023		€15.000		
TOTAL EXPENCES	€134.580	€150.817	€145.172	€147.000
RESULT	€-6.693	€9.007	€-943	€0

