

TINT Annual Report 2018



EVENTS



LIFE COACHING



WORKSHOPS



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TINT Eindhoven

www.tint-eindhoven.nl

Inhoud

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Preface

Dear reader,

This is the TINT 2018 annual report. Where 2017 was all about the start of the independent organization, separate from the chapel (De Kapel), we have already gotten used to this in 2018. A key point in 2018 is that the contract with the TU/e has been signed, a nice confirmation of the collaboration as was discussed in 2017. As an independent organization we also had our first meeting with the Advisory Board, which showed us a good mirror view of how we are viewed from the outside. We are looking at a year in which we have organized considerably more activities and reached more people than in 2017. That strengthens our belief that we are going in the right direction by offering philosophical activities and seeking cooperations in the broadest sense.

This year, in the annual report, we are looking at the performance indicators that we have created in our vision document in 2017. This way we can clearly show what we have accomplished and how many people we have reached. As always, the quality of the activities is of paramount importance. Although it is difficult to measure and compare this, everyone who attends an activity, who speaks with our team members and involved students, knows that this is a fact. In this report we illustrate this on by sharing a number of activity reports and participants' quotes.

With reaching more students, we also ask ourselves: what about students we don't reach, especially students who noone seems to be able to reach and who cannot be reached? With more international students and - strangely - more contact through social media, loneliness is a growing problem. Can we mean something regarding that subject as TINT?

As TINT, we also play a role in the exchange, coordination and connection between the various philosophical organizations (of different religions) which are active on campus. We do this by coordinating Credo, the philosophical umbrella organization for the TU/e community.

All these great activities would not have been possible without our partners, who make our work possible through cooperation, inspiration and financial support. We want to thank all of our partners and the participants in our activities for their involvement, cooperation and support!

COLLABORATION WITH STUDENT WORKERS IFES AND NAVIGATORS

In 2018, TINT sought closer cooperation with the student workers of the Christian student association / student work in Eindhoven. They do very similar work as TINT does in the field of coaching, personal development and guidance, but specifically within the Christian student associations / organizations IFES and Navigators. Eveline Buist-Laseur, employed by IFES Netherlands, performs pastoral care, coaching and training within the Christian Student Association Ichthus Eindhoven on campus. Arjan Scheele does this same work for the international Christian students at "HOST". And Ymke van Gaalen works at Navigators Eindhoven. In response to a proposal for this from TINT, the Protestant Municipality of Eindhoven (Protestantse Gemeente Eindhoven) agreed that half of the subsidy that TINT receives is to be allocated to the student workers from IFES and Navigators.

Willem Mak
Chairman Stichting TINT Eindhoven

Goals

On a personal level, TINT aims to offer students, PDEngs and AiOs the opportunity to deal with life issues related to philosophy of life, meaning, spirituality (parts of being a complete human) and culture (learning from each other's background).

For the TU/e community, TINT also sets itself the goal of strengthening community development on campus by connecting people and groups around personal themes regarding student life. TINT pays special attention to connecting with international students and wants to reduce the chance that (especially international) students don't fit within any network. In addition, TINT contributes to community formation by connecting and stimulating cooperation between organizations that work in the field of personal development, meaning, religion and multicultural community. TINT works from a multi-religious and multi-cultural perspective.

Activities

To achieve our goals, TINT annually compiles a program of coaching, events and workshops. Coaching by means of individual conversations is an essential way in which all students are supported from the past in gaining insight into their life questions, in dealing with meaning, and in dealing with their own, sometimes difficult, situation. The events are organized by TINT itself or together with others and form the connection between working on personal development on the one hand and community building on the other. During workshops, similar themes are worked on in a more methodical way and in groups. In addition to these activities, TINT coordinates the umbrella for philosophical and religious student associations: Credo. In coordinating Credo, TINT encourages the meeting, exchange and cooperation between students with different philosophical and religious backgrounds.

Life coaching

Life coaching has a long tradition within TINT. Just like the student pastors of the past, our life coach Margit van Tuijl helps students with the choices and changes they make in their lives. Students can vent about dilemmas, in an open way, and receive support with life questions. Topics such as religion and meaning of life are also discussed. Life coaching at TINT is easily accessible: there is even room to discuss smaller questions before they become bigger problems. In addition, life coaching has the function of receiving signals in time and, where necessary, referring the student to other organizations. In 2018, Margit van Tuijl conducted around 60 coaching sessions by appointment. In addition, she conducted about 50 coaching-oriented conversations during TINT events, during lunches in various TU/e cafeteria, in the corridors of TU/e and via social media. Approximately 50% of these conversations were conducted with international students (including some refugees), the other half with Dutch students.

Students found their way to coaching via TINT events, the TINT website, Facebook and the coaching flyers that we have distributed. In 2018, as a TINT team, we gave more attention to the announcement of the coaching, which led to a further increase in the number of coaching conversations. Coaching discussions by appointment were conducted by Margit van Tuijl, and other TINT team members also offered a listening ear to students during TINT events.

Life coaching questions of students involved:

- ✓ What do I want after my study?
- ✓ How can I break through feelings of loneliness?
- ✓ What helps me to be happier in my life?
- ✓ How do I deal with loss?
- ✓ How do I look at life and death?
- ✓ What does spirituality mean for me?
- ✓ How can I gain more confidence from my faith?

COACHED STUDENTS SPEAK

'It was nice to talk with someone outside my own network. My friends usually have the tendency to give me the advice that I want to hear to comfort me. A life coach has more distance and can reflect on my problems in a sharper way. I learned a lot from this coaching'

'In life coaching I get the feeling of being seen as a whole person, not a problem.'

'In de life coaching sessies bleef Margit rustig, ondanks al mijn chaotische gedachten. Dit heeft mij geholpen ook rust in mijn gedachten te vinden.'

'Margit is a great listener, I could tell my story without any reservations. She shows empathy, so I felt it's alright to express my feelings.'

OUTPUT & OUTCOME OF COACHING

Nr.	Performance indicator	Goal	Realisation in 2018
Output			
1	Amount of 'live' coaching sessions, either through Facebook	100	110
2	Percentage of consultations with international students	>50%	50%
Outcome			
3	Evaluation coaching by students	Good*	Good

When the goal of 100 coaching interviews was set in 2017, this was an ambitious goal of which the feasibility was up to discussion. We are therefore proud to see that this number has already been achieved in 2018. We are working on continuing this in the coming years or even expanding it further. The percentage of foreign students is difficult to achieve as an objective, because it is difficult to influence. The aim does indicate that TINT wants to be clearly present for students of different nationalities; the result of around 50% makes it clear that students of different nationalities know how to find TINT for a personal session.

* The evaluation of student coaching is not measured and should be read as an interpretation based on the students' oral responses.

Margit van Tuijl about her role as a student pastor / life coach in 'Samen' (October 2018)

As a student pastor / life coach, you can only work by pioneering as the student population is constantly renewed. You see new faces again and again, every student generation has its own characteristics and over the years the student population has also changed. Increasingly more international. What works one year does not have to work a few years later. It is the "art of pioneering" to keep looking for new forms and new language. (Margit van Tuijl, Samen, October 2018)

Workshops and events

TINT offered around 23 activities in 2018, often in collaboration with others. The offer varies from large events such as "Addicted To Love" - organized in collaboration with Studium Generale with a presence of around 200 students - to a series of meditation workshops and small-scale activities such as the "study circle" in collaboration with student association Ichthus. Often a few dozen students come to an activity, in total more than 1000 student participations have been counted. TINT cooperates with, among others, Cosmos (the international student association of the TU/e), Technology for Global Development (a group that focuses on developing countries) and "Eindhoven Studenten Stad" (Eindhoven Student City). The management training that TINT has been giving to the management of student associations for a number of years is a special type of a workshop. Where the members of a board have a greater need for mutual connection and really get to know each other, TINT contributes. The TINT team makes a short report of the events offered, which among other things describe the positives as well as the things that can be improved on. There is also room for inspiring moments and reactions of the participants. An overview of all activities is presented in the appendix to this report. The three activities described below give a good impression of the TINT events.

ADDICTED TO LOVE

'I already practice meditation, but this lecture by Jan Geurtz deepened my understanding. The combination of meditation and the topic of love provides a new perspective' (A young professional from the Netherlands)

In February, TINT organized an evening in collaboration with Studium Generale with the title “Addicted to love”. This time we invited Jan Geurtz, who has written a bestseller with the same title.

According to Jan Geurtz we all have to deal with “love addiction” in our lives. Our love addiction starts when we are in the cradle as a baby. As a helpless creature, we are fully committed to the care and love of our parents for survival. The moment they envelop us, we feel safe, but when they are gone and we don't know if they will return, the fear starts. In the years that follow, we do everything we can to retain and earn this love from our parents. We learn what “is okay” and “is not okay” and try to drown out our deeper fear of “not being good enough”. Even as adults, we are still looking for love from others and we seek it most in the romantic relationship. Many a love affair is doomed to fail because the other is unable to give the amount of love that our subconscious needs are satisfied.

All our experiences together form our identity. That is where we live from and which we believe we really are. To break free from these patterns, Jan Geurtz guides the way. Through meditation you can learn to view your thoughts and feelings from a distance. You observe them, you let them be there, but you no longer believe that that is also “who you are”. You see your patterns, but these are no longer in your grip. Through a meditation exercise Jan Geurtz let the audience experience what it is like to perceive your identity from a distance. He also challenged the participants to stand up, mention their name and their deepest fear. A confronting exercise, in which quite a few participants were found to have the courage to take up the challenge.

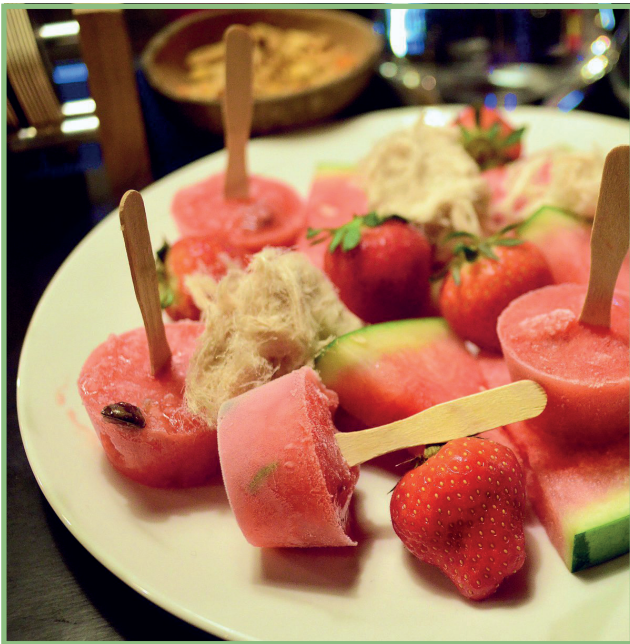
Afterwards, there was a follow-up discussion for those who wanted, in campus café De Zwarte Doos. Many students reported that they had found an exciting evening that encouraged them to think. A few commented that Jan Geurtz did tend to emphasize the negative, oppressive patterns and less the positive outcomes. In my experience, this perception is also consistent with the tenor of the book. Nevertheless, the story of Jan Geurtz is one that grabs you and doesn't let go!



INTERNATIONAL DINNER 'INSPIRING MULTICULTURAL TEAMWORK'

'This International Dinner was so inspiring, I'd like to do voluntarily work at TINT to help realizing more events in the future.' (Master student at TU/e from India)

Every year TINT organizes a large international dinner for around a hundred guests (students, young professionals, employees of TU/e / Fontys and other interested parties, coming from many different cultures). This year the theme of this International Dinner was "Inspiring Multicultural Teamwork": "How do people from different cultures work together in such a way that a team flow is created?" This year too, the dinner was sponsored by Eindhoven Studentenstad.



The first speaker was Jef van den Hout, who is researching the phenomenon of "team flow" at TU/e: the creative flow that can start in a team and that makes the team rise above itself. Among other things, Van den Hout spoke about the importance of a shared goal for which you are enthusiastic, open communication and room for individual development. Using film excerpts from the sports world, he showed how athletes get into a flow and what it involves.

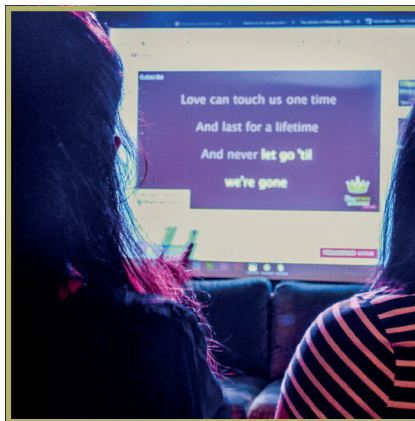
The second speaker was Kavitha Varathan, one of the owners of the company "Expat Spouses Initiative", an organization that expands the possibilities of spouses of expats in Eindhoven. She leads a multicultural team and tonight she told about her experiences. One of the biggest stumbling blocks she encounters is the difference between people from cultures with 'direct communication' (people say what they say and leave little to interpretation) and 'indirect communication' (people dress their message and the actual message becomes clear from body language, glance etc.). In the communication between these opposing cultures, reciprocally many times are often unconsciously misinterpreted. Varathan demonstrated that things can also go well on the basis of a video clip, in which a team of multicultural workers beat a pile together in a beautiful rhythm.

To top it all off, live jazz band “The Handsome Four” also performed during the evening. Among other songs, they played “The Flow”, in which the listeners were taken into an exuberant excess of musicality. After the program of the night ended they continued playing various songs, and many of the guests even danced enthusiastically. Of course there was room for the participants to share their flow experiences with each other and some guests even had the courage to share these experiences on stage. All in all, the dinner itself became a flow experience!



PLATONIC SPEED DATE

On the 19th of September Tint and Hubble are welcomed students for a platonic speed date evening. The idea behind platonic speeddate is to give students the opportunity to meet new people and find new friends. Tint prepared some questions and games while Hubble served the snacks. Participants had fun and met a lot of new and interesting people. 31 people joined the activity, it was nice to see that quite some participants were new to TINT.



“I got to practice my Dutch skills which was one of my goals and I also met a lot of easy going people (easy going in a sense of starting conversation and keeping it going).”
 (Italian participant)

“What inspires the most in the events like this is the smile on everyone’s faces!”
 (Ieva Vaitiekunaite, TINT-team member)

“Thank you for doing this, I really enjoy this event”
 (Indian participant)

OUTPUT & OUTCOME OF EVENTS

Nr.	Performance indicator	Goal	Realisation 2017	Realisation 2018
Output				
1	Amount of activities	20	14	23
Outcome				
2	Total amount of attendees	500	675	1123
3	Percentage of international attendees	>50% <80%	unknown	unknown
4	Rating by attendees	Above adequate / good	unknown	unknown

The indicators and targets were drawn up in 2017, and with the targets set, we were convinced that we had set ourselves a major challenge for the coming years. We are therefore genuinely proud that the targets in numbers have already been achieved by 2018. The percentage of foreign participants has not been measured. From experience we can say that the foreign students know how to find TINT. In 2018 there was no survey on how the students experienced the activities. For each event a personal evaluation is worked out by the organizing team so that the team as a whole can learn from their own experiences.

Project ‘Loneliness’

In organizing activities for students (especially international students), in coaching and conversations with individual students and organizations, it became clear time and again: there are students who are not reached by TINT and other organizations. These students end up in a form of isolation, in which invitations to participate in activities, to engage in conversation and to share experiences are not answered. This leads to loneliness, stress and being unhappy. This problem is not new, but it is increasing due to the rapidly growing number of international students at the TU/e. In combination with the focus on creating a “community” feeling, TINT has taken on the challenge of reducing loneliness at TU/e.

Thanks to Boelaarts-de Vries Foundation, a budget has been released to start the “Loneliness” project. The first start was made in 2018 to ultimately achieve two objects:

1. More insight into how the isolation works, ideas about how to break through it and what should be done for that.
2. Contact with students and young professionals who are in isolation or moving towards it.

From October, social media (Facebook and Instagram) were used by TINT to communicate on the subject in order to draw attention to the problem and make it more open to discussion. TINT has also started activating the “ecosystem”: the parties with which students may be involved regarding the theme.

TINT has invited a student to do their graduation research into this target group and to map the problem. This will primarily focus on Objective 1. However, this research is also immediately used as a means to achieve Objective 2. After all, TINT already reaches the target group through the research, and can talk to them. This project will be continued in 2019.

The Credo umbrella hosts ‘TU/e Gives’

On TU/e campus there is an increasing attention for faith. It is becoming increasingly clear that the diversity of religions and philosophies of life is increasing as the number of different nationalities increases. Since September 2017, the TU/e has set up an umbrella organization, under which all philosophical and religious student associations are united. In 2018 these were the Christian student associations Ichthus and Navigators, and the Islamic student association S.A. Salaam. TINT has been asked to manage this umbrella.

This role suits us well: In the past few years we have been working together, so it is nice to get this task officially assigned. It brings us even closer into contact with students for whom their own philosophy of life is important. The goals of the dome are:

- ✓ Promote mutual cooperation,
- ✓ Exchange knowledge and experiences,
- ✓ Strengthen the existence of philosophy of life and religion on campus and
- ✓ Promote awareness among TU/e students in the field of philosophical and religious questions.

As TINT, we are happy to make sure that Credo is and remains an active dome.

A highlight in 2018 was the joint benefit event with the title “TU/e Gives”. During two lunch breaks, the members of the various Credo associations worked together raise money for the “Engineers Without Borders” charity. This is an organization of engineers who are committed to improving the well-being of people in developing countries through sustainable technology. The members of Credo sold snacks and drinks, organized games and provided information about Engineers Without Borders. It was nice to see how the different lifestyles combined forces to work together for a good cause!



PARTICIPANTS SPEAK

*“It’s really good that you’re doing this, it happens way too little at the campus.”
(Name unknown)*

“I’ve never heard about Credo, but I like this initiative” (Name unknown)

Communication

Communication is included as a separate chapter in the TINT vision document. Because good communication and the associated brand awareness are not obvious, but require constant attention. Communication is essential to reach enough students, so it has been decided to also start using performance indicators in this area.

Nr.	Performance indicator	Goal	Realisation 2018
Output			
1	Number of announcement and flyers, messages, posts, either printed, on the website or Facebook page	50	180
Outcome			
2	Awareness among students	To be determined	

Explanation Output nr. 1:

- ✓ General folder: 3 (x 500 pcs.)
- ✓ Flyers event program: 3 (x 500 pcs.)
- ✓ Facebook events: 29
- ✓ Facebook messages: 116
- ✓ Instagram posts: 17
- ✓ Website messages: 12

Facebook statistics:

Number of page followers:

January 1, 2018	1733
December 31, 2018	1894
Increase	161 (10,8%)

Age: 61% is 25-34

Sex: 50/50

Most popular languages: English, Dutch, Italian, Spanish, Turkish, Chinese, German, French, Portuguese, Greek, Polish

The number of messages on Facebook, the number of announcements, flyers, etc. is easily measurable; with 180 announcements, the target was amply achieved. The Facebook statistics show an increase of 9.3% in the number of followers, which is a good thing.

In the case of outcome, the “awareness among students” is included in the vision document. Defining and measuring a goal in this area is extremely difficult. When drafting the vision document, the impression was that the name recognition of TINT could possibly be included as part of one of the student surveys of the TU/e. It hasn't happened in 2018 yet.

In 2019, TINT will continue to focus on brand awareness and expanding announcements via social media.

Margit van Tuijl in ‘Samen’ (October 2018)

“At TINT, there is [...] no question of a community with permanent members who have been working together for years. The community forms itself over and over again, each time with familiar as well as new faces, around the events we offer and the questions we ask. It is a fluid community that constantly continues to shape itself.”

The TINT team

Goodbye and a new beginning

“For the TINT team, 2018 was all about saying goodbye to departing and welcoming new team members. Various TINT team members left the team for various personal reasons: after about eight years of loyal service, Nanny Mol said goodbye to TINT in June 2018. As a facility manager / secretary, Nanny has, in addition to performing secretarial tasks, provided many meals and supported events in a practical way. We will miss her commitment and dedication.

Cees Gniewyk, Data Sciences student, who has been working as a student assistant / event organizer for TINT for three and a half years, has also left the team. In the course of his time at TINT, Cees has taken on more and more tasks and has built up a rich network of students and staff at TU/e. We enjoyed his sense of structure and entrepreneurship.

We also said goodbye to Luuk van Doornmalen, a Social Studies student at Fontys, who did an internship with us for over half a year. Luuk enriched our team with his sense of social relationships, humor and depth in the past academic year.

Finally, Anniek Mol also left the team at the end of 2018. With her creative ideas and sense of marketing, Anniek has increased the visibility and reach of TINT.

Fortunately, there is also room for a new beginning: shortly before 2018, we welcomed Ieva Vaitiekunaite, student of Industrial Design, as a student assistant / event organizer to our team. Ieva is entrepreneurial and full of new ideas and enthusiasm. She also knows how to make students enthusiastic about TINT.

Per augustus is ook Ana Xambre Pereira, student Sustainable Innovation, bij TINT als student-assistent/event organizer aan de slag gegaan. Ana heeft al veel ervaring met het organiseren van events en heeft een goed gevoel voor inhoud en diepgang. Een mooie verrijking van ons team.

Arantja Rosalina also started as an office and event manager at TINT in October. Arantja brings expertise in the field of organization and digitization. Moreover, her ideas about marketing give TINT a strong new impulse.

At the beginning of January 2019, the team was even further strengthened by Korin Slegers, a Biomedical Engineering student, who could also start as a student assistant / event organizer with enthusiasm and original ideas. With this team composition we have entered the 2019 season inspired again.

All these changes in the TINT team make it clear once again that it is part of the life that people come and go. You are part of a circle of people for a while and after a short or longer time you leave that circle again. In the meantime, the circle changes as to who is added or who is leaving. I know that this change is part of it, nevertheless saying goodbye is not easy. Certainly not if you have worked together in a pleasant and inspiring way, as in our case. At the same time, I notice that these changes also bring something good: they keep you fresh and keep you moving. This is particularly important in the student world, since every new group of students asks for a different approach. That is why it is good to welcome new people to the team with their individuality and ideas. We are happy to be able to explore new paths with these new talents! ”

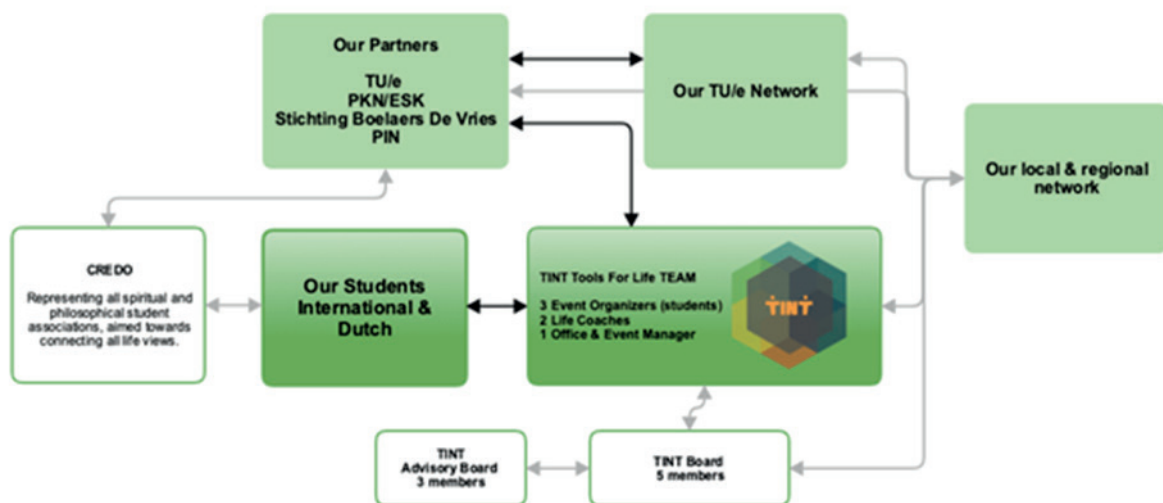
*Margit van Tuijl
Studentenpastor / life coach bij TINT*



Left to right: Nanny, Ieva, Margit, Cees, Luuk

Board and organization

TINT is part of a wide network of students, student associations, student support organizations, partner organizations, educational institutions and of course also the local and regional network in which our international and Dutch-speaking students are located.



The TINT team focuses on the daily organization and management of events, workshops and offering life coaching sessions. In addition, the TINT board is a group of 4 directors (and 1 vacancy) with a joint inspired vision, who ensure that the course is kept. And where new opportunities arise and old ones disappear, they examine and reassess them and the practical guarantee preconditions so that the team can do its job well. The TINT board meets every month with two permanent team members. In 2018 the board said goodbye to Hylkje Scheffers and Wim de Vos. Both have committed themselves with full conviction to TINT at the time of the split with De Kapel. Hylkje as a general board member and Wim as treasurer. We have welcomed Tony Williams as new treasurer.

The structure of the board is January 1, 2019 as follows:

- ✓ Willem Mak (chairman)
- ✓ Susanne van Dijk (secretary)
- ✓ Tony Williams (treasurer)
- ✓ Dione van Noort

The advisory board, existing of 3 members, provides the TINT board with vision and reflection and advises on the longer term course.

In the work that TINT holds as an organization in Credo (the umbrella), the connecting and facilitating role that TINT plays at TU/e is highlighted. Co-ordinating and co-facilitating contacts between the different religious movements at TU/e is also a task of TINT. For this, it has formed a separate part of the organization. The aim is to remain clear about which tasks lie where and to find room for all those involved in the religious themes of our society and in particular those of the TU/e.

Of course, the TINT team maintains close ties with students at the TU/e during events, workshops and coaching, but also with activities organized by other organizations and associations at the TU/e. At the same time, contact with our partners is an essential part of the ecosystem. We like to take the lead in this and are part of the lively community that forms the life on the TU/e campus. In this way we take care of each other and we facilitate the space for researching life themes that are so visible during student life. With special attention to international students and the refugee group who are studying at the university and with an eye for the theme that is needed there. With our new place that we will be resided in on the 2nd floor of the Atlas building in 2019, we are exactly where the heart of our work is: at the TU/e, in the middle of the community.



From left to right: Margit, Ana, Arantja, Ieva

Financial overview

Financially speaking, 2018 was a special year for Stichting TINT Eindhoven. Although at the beginning of 2018 there was already an principal agreement about the collaboration between TU/e and TINT regarding the associated grant, it took quite some time in 2018 before the related documents could be fully completed and signed and the payments for the grant could also be made. The result was that the management of TINT had to be somewhat cautious when entering into large financial obligations, mainly employment contracts.

Therefore the expansion of the TINT team gradually took place with the emphasis on the second half of the year (including the arrival of Arantja Rosalina, office and event manager). Before the departure of Nanny Mol, there had been a vacancy for a few months. The increase in personnel costs of around € 20,000 was therefore not realized. In addition, the PKN was nationally prepared to reimburse 80% of the actual total wage costs of Margit van Tuijl in 2017. As these costs were higher than the advance in 2018, the PKN made an additional payment in 2018.

All this led to the fact that TINT's revenues in 2018 exceeded the expenditures. Part of these are expenditures that will still take place in 2019, such as the completion of the first phase of the loneliness project and also an extra incentive for coaching in response to the rising demand that was observed in the last months of 2018. Reservations are included for this. In addition, a portion has been added to equity. Because the TINT team now employs more people, the responsibility as an employer for the continuity of the organization has also increased, which requires some equity.

Financial Statements 2018

FINANCIAL STATEMENTS 2018 STICHTING TINT EINDHOVEN

BALANCE SHEET	31-Dec-17	31/dec/18
ASSETS		
ASN- SAVINGS ACCOUNT	32,939	-
TRIODOS-GENERAL BANK ACCOUNT	3,915	21,720.56
TRIODOS-BANK ACCOUNT REGARDING EVENTS	259	1,973.21
TRIODOS SAVINGS ACCOUNT	-	80,000.00
DEBTORS/ SUBSIDY to be received	40,850	2,050.00 ³⁾
TOTAL ASSETS	77,963 ¹⁾	105,743.77
LIABILITIES		
Creditors/ to be paid	8,136	9,642.85
Reserve possible transitional costs TINT	12,000	12,000.00 ²⁾
Reserve Project Loneliness	-	7,000.00
Reserve impulse coaching	-	8,000.00 ⁴⁾
Reserve start pension fund (PFZW)	6,000	6,000.00
Reserve (i.a. New admin system +)	1,500	4,500.00
Total liabilities	27,636	47,142.85
Equity start financial year	37,418	50,326.53
Balance change on transitional costs	10,000	- ²⁾
Result in financial year	2,908	8,274.39
Equity at the end of financial year	50,327	58,600.92
TOTAL LIABILITIES	77,963	105,743.77

RESULT 2017 and 2018 - BUDGET 2019

INCOME	Result 2017	RESULT 2018	BUDGET 2019
Subsidies from TUe, PKN/PGE and De Kapel (ESK)	92,290	84,000.00	84,000
Fulfilled subsidy over 2017 (i.a TU/e and PKN/PGE)		18,236.00	3,600
Project-subsidies (BdV/ Kapel/ others)	-	22,700.00	20,000
Sub total big subsidies to TINT	92,290	124,936.00	107,600
Participant fees and other incidental income	1,236	1,660.01	2,000
Subsidies and contributions to special TINT projects	3,750	4,950.00	5,000
Release reservations	-	-	21,000
Sub total other income	4,986	6,610.01	28,000
Total Income	97,277	131,546.01	135,600
EXPENSES			
Sub total direct salary costs current workforce	73,141	85,417.12	86,000
Extra expenses staff (projects + expansion)	-	-	18,000
Reservation / expenses initial costs pension scheme	6,000	-	6,000
Reservation regarding possible transitional costs	2,000	-	-
Reservation impulse coaching	-	8,000.00	-
Reservation / expenses Project loneliness	-	7,000.00	3,000
Reservation / expenses contribution student pastor from IFES	-	4,000.00 ⁶⁾	4,000
Sub total expenses all other staff	3,059	5,365.75	4,000
Sub total general and board expenses TINT	2,169	999.28	2,000
Sub total general-organisational costs TINT	2,628	1,413.55	2,600
Subv total direct expenses projects and activities	5,371	8,075.92	10,000
Unforeseen / extra reservations move	-	3,000.00	p.m.
Total expenses	94,368	123,271.62	135,600
RESULT	2,908	8,274.39	-

Explanation

- 1) In 2018 Stichting TINT achieved a relatively large positive result, partly due to more subsidy (from 2017) and partly due to fewer personnel costs than anticipated. In 2019, the financial space can be expected to be used for permanent and / or temporary expansion of the number of employees.
- 2) The reserved transitional costs of € 12,000 is considered sufficient at this time. The other reservations concern initial costs for a pension scheme, for new admin systems and for possible extra (office) resources after moving to the new office space within TU/e.
- 3) At the end of 2018 the debtors / creditors concern the payment of taxes (€ 1561) and personnel costs (€ 2231.85) + contribution IFES (€ 4000)
- 4) Extra staffing on coaching.
- 5) The growth in the number of activities is again determined by possible growth in the number of employees
- 6) This concerns the contribution for 2018, which was transferred in early 2019.

Attachments

Overview activities

EVENT	DATE	COOPERATION WITH	LOCATION	PRESENT
Mindfulness / meditation workshop	Feb - June	Art of living	Auditorium (TU/e)	?
Ladies Night (canceled)	Wed January 10		Jongerenhuis	0
Mafia Game	Fri Februari 9		Luna	30
Euraxess seminar: make researchers love you	Wed February 14	Nuffic, Willem van Hoorn	Auditorium (TU/e)	40
Addicted to Love	Wed February 21	Studium Generale	De Blauwe Zaal (TU/e)	200
Get Together: Potluck	Wed March 7	Cosmos	Jongerenhuis	30
Earth Hour	Wed March 28	TGD	De Blauwe Zaal (TU/e)	30
Study Circle Ichthus	Tue April 10	Ichthus	Ichthus Student House	10
Alpha Course Workshop	Wed April 11	Ichthus, Navigators	Luna 1.240 (TU/e)	5
International Dinner: Leadership	Wed April 25	Eindhoven Studentenstad	The Hub	90
Dining with Strangers	Wed May 2	Cosmos, Atmos	The Hub	80
TU/e Gives	May 21 - 25	Credo	TU/e Campus	100
Ladies Night	Fri June 1	Proxy	The Student Hotel	15
Intro	August 20 - 24		TU/e Campus	70
Master's Intro	August 27 - 31		TU/e Campus	70
First Impressions Dinner	Wed September 5	Cosmos	Common Room (TU/e)	35
Life coaching lecture	Thu September 13	Topsy	De Witte Dame	20
Platonic Speed Date	Wed September 19		Hubble	40
Lustrum breakfast: from Tai Chi to Chai Tea	Fri October 5	Studium Generale	Common Room (TU/e)	25
Pay It Forward (benefit dinner)	Wed October 17		Huiskamer	38
Getting Out Of Your Comfort Zone	Wed November 14		Huiskamer	20
Day of the Dialogue	Tue November 27	Studium Generale, Eindhoven in Dialoog	Corona, Luna (TU/e)	45
End Of The Year Celebration	Mon December 17	TGD, One World Citizen	Innovation Space (TU/e)	50
Christmas Market	December 17 - 21		TU/e	80
Total number of attendees				1123

Colofon

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