



# Annual report 2022

Stichting TINT Eindhoven



# INFORMATION TINT

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# PREFACE

The year 2022 was a year for TINT in which much was new or renewed. Such as having our events, workshops, and life coaching fully face-to-face again after the corona period. TINT activities are about questions of life, meaning, personal growth, and intercultural and interreligious connection. For that having offline activities is very important.

After corona, the number of new requests for life coaching also increased again, so we as TINT had to make extra room for this. The possibility of being able to have face-to-face conversations again will have played a role in this. It also seems that, just after corona ended, room emerged for students with questions or difficulties to come forward and talk about them.

That there are relatively many students with questions or difficulties was reconfirmed in early 2022. The Trimbos Institute concluded as follows regarding the mental health of students in higher education: "Half of the students (51 percent) experience psychological complaints (such as anxiety and gloom), 12 percent of them to a severe degree. Their mental well-being (that is: resilience, positive mental health, and life satisfaction) is not balanced" [1]. The figures are from spring 2021 and have clearly been influenced by corona measures, but with the removal of the corona measures, not all mental health symptoms immediately disappeared. This is especially true for the 12 percent with complaints to a severe degree, and even if the percentage is a bit lower now, it is still a lot of students.

As TINT, we want to mention such a number only to show that it is an important issue, to then immediately focus attention positively on what we can do about this as TINT ourselves, but especially in cooperation with others. This then translates into - often collaboratively organized - workshops, events, mindfulness, and life coaching.

Student well-being has become an important theme within the TU/e, to which much specific attention is paid. This has contributed to the further strengthening of the good cooperation of TINT with



Image 1: Willem Mak, chairman of TINT

the TU/e in this area. Examples are the well-being network SWeN and FISO, the umbrella for organizations in the field of internationalization, inclusiveness, well-being, and worldview. TINT was actively involved in shaping and founding FISO.

In other areas as well, TINT tries to approach "negative" themes from a positive angle. For example, identity, diversity, and inclusivity offer a positive perspective on the difficult theme of discrimination, which unfortunately occurs almost everywhere and (thus) also within the TU/e community. Discovering the value of (one's own) identity and also the differences in identity between people offers a positive counterbalance to discrimination. An example of the approach is the workshop/training 'inclusive leadership' that TINT developed (and gave) for boards of student associations.

Developing activities from this positive perspective for 'negative' themes appears to be well received by funds, which provide grants for this type of work. It has generated positive responses to two grant applications, allowing us to devote a greater commitment of time and resources to these themes. We are very grateful for this. It has also contributed positively to TINT's financial situation in 2022.

Not all new things were positive in 2022. A complete and fierce war erupted within Europe itself: a shock to the student community and especially to foreign students from countries involved in the war. Parties within

[1] Monitor Mentale gezondheid en Middelengebruik Studenten hoger onderwijs 2021 Deelrapport I Mentale gezondheid van studenten in het hoger onderwijs; RIVM, Trimbos-instituut en GGD GHOR Nederland 2022

the TU/e community, including TINT, jointly set up a memorial space at the TU/e, where there were also opportunities to discuss this. The energy with which the design of the memorial space was tackled is a good example of how attention to these types of aspects of student welfare has grown within the TU/e community.

Growth and innovation were also evident within the TINT team itself. Two new student assistants joined the team, one to succeed another colleague and one as an expansion. Kimberly Drabbels has started as program manager (succeeding Arantja Rosalina) and at the end of 2022 it was finalized, that Marja Ernst can start as the new life coach (succeeding Rachelle van Andel) as of January 1, 2023. We are pleased that the TINT team is now back to full strength, especially with all the new viewpoints, ideas, and initiatives that the new colleagues bring to TINT. The TINT team at full strength again makes us very grateful that various parties, through their financial support, make our work possible through basic funding supplemented by project grants. For the base funding, we can, for several years now, count on: the Protestant Church Netherlands, TU/e, Stichting De Kapel, and the Protestant Municipality of Eindhoven.

The impact of the work of the TINT team arises in interaction and cooperation with other parties, students, and employees within the TU/e community and beyond. Therefore, we would like to thank our partners, participants in our activities, and others involved for this cooperation and involvement!



# TINT

## Mission

TINT offers students from TU/e (BSc, MSc, PhD, PDEng, and Postdoc), Fontys University of Applied Sciences, and Design Academy Eindhoven the opportunity to develop in the field of meaning, life questions, spirituality, compassion, connection, and personal growth. 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 community. 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 with others form a hospitable 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. A new direction we are exploring as TINT in this regard and developing in the coming years is to increase the scope 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.

In 2022, we worked on two projects. In the project 'Working on the value of Identity in the student community of Eindhoven' we built further on this theme by strengthening dialogue and mutual understanding around diversity and inclusion. We did this through the second project 'Let's talk about discrimination'. The main objectives and activities of these projects were included in the plans for 2022.

In short, TINT expects to carry out the following activities in 2022.

### Organisation, financing, and collaboration

- An active search is made for potential grant makers.
- There will be at least one application for a project grant.
- Contact with the PKN/PGE and De Kapel is maintained through the life coach/student pastor's contribution of content to celebrations, writing contributions in the magazine 'Samen'/De Kapel newsletter, and exchanging experiences and expertise.
- There is a collaboration with the student organization 'Enter the Now' to offer mindfulness breaks and meditation workshops.
- Cooperation is established with various



groups within the TU/e community, such as Cosmos and Studium Generale, in organizing activities for students.

- The agreement for the new FISO umbrella is signed.

### Community building

- To advise and play an active role in the TU/e as a community, TINT participates in the Student Wellbeing Network (SWeN).
- Two workshops or activities are developed and five workshops or trainings are conducted in the area of identity and connectedness that contribute to the empowerment of student associations and their students.
- TINT is actively contributing to the development of the new umbrella FISO.
- The coordination of Credo continues. During 2022, TINT monitors the position of the "former Credo members" within FISO. There will be an evaluation of how the position of the philosophical associations within FISO is doing and whether there is still a need for a joint field of action. Where desirable, the organization will be adapted to the needs of the associations and this will be discussed with the TU/e as a 'client'.
- TINT contributes to the 'Dutch Happiness week'.

### Life questions and identity

- Many of TINT's activities will continue. For example, individual life coaching remains an important part of our program for individual students.
- As in previous years, mindfulness meditations will also be offered in 2022.
- Events and workshops will be organized for students; the goal is to offer about fifteen to twenty activities in 2022. In 2022, attention will be paid to the theme of identity, through new workshops specifically for boards of associations and 'courageous conversations'. Besides, the theme 'Let's talk about discrimination' will receive additional attention.
- The activities are supported by university communication tools, the TINT website, and social media.
- Podcasts are recorded to assist students in their development so that students can listen

back to them when the theme is relevant in their lives. The content of these podcasts is in line with the students' needs and themes that connect to our current projects.

### Communication and visibility

- 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 with whom TINT collaborates.
- Reaching (a larger group of) students remains an ongoing focus. Through the website, social media, podcasts, and the TU/e channels, efforts are being made to increase TINT's visibility, share knowledge and publicize activities.
- The expansion of opportunities to reach Eindhoven students of Fontys Universities of Applied Sciences directly through their own channels is being investigated.



## Organisation

TINT consists of a board and the TINT team. The TINT team carries out the activities and life coaching. The team is directed in general terms by the board. The advisory board, consisting of five members, provides the TINT board with vision and reflection and advises on the longer-term direction. TINT has structural cooperation with the TU/e, PKN, and the Chapel. TINT's team, board, and network are explained below.

### Team

The TINT team is responsible for the organization and content development of activities such as events and workshops and for the life coaching of students. The team consists of a program manager, event organizers, and life coaches. The life coaches have the education and experience needed to guide students through life questions and develop content for workshops and lead conversations. The event organizers are strong in organizing and the practical implementation of a diverse range of activities and are at the centre of student life. The program manager manages the event organizers, ensures a smoothly running organization, and supports the board with, for example, grant applications and embedding in the programs.

Over the past year, the team has changed considerably. For example, one of our life coaches, Rachelle van Andel, left, we said goodbye to Nuriye van Lamoen, one of our event organizers, and our program manager, Arantja Rosalina, also left to pursue a new path in her life. We thank them for their good work and great time together. We welcomed two new event organizers and found a new program manager. Also, we hired a new life coach who will start work with us in January 2023. Therefore, we are happy to present the new team:



**Kasper de Bruijn**  
Event organiser  
-New-

Hi, I am an Applied Physics student at TU/e. My role within TINT is to organize the different events that TINT has to offer and make podcasts. My goal is to reach as many people as possible because I believe that many students can benefit from knowing about TINT and its many workshops, events, and informal activities with our community. I think many can learn something about themselves here, at least I already did!



**Gergely Fodor**  
Event organiser  
-New-

Hi all! I am in the second year of my Bachelor of Electrical Engineering! Within TINT I organize events, create promo material, and write blogs together with Kasper and Ana. I joined TINT because I want to normalize deep discussions and conversations because people tend to get lost in everyday life.







**Ana Xambre Pereira**  
Event organiser

I joined TINT in 2018 with the dream of creating more visibility and covering more social topics. This year, I have been focusing on training the new event organizers to properly pass the baton, as I am graduating with my master's degree in Innovation Sciences this year. I am happy to have contributed to a more professional and structured organization of the TINT activities.



**Margit van Tuijl**  
Life coach

Because of my great passion for life questions, I started studying theology with subjects such as philosophy, psychology, and spiritual care. For me, it is very inspiring to guide people from different backgrounds on their life paths and help them find their own source of inspiration and happiness. That is why I have been working at TINT since 2013.



**Marja Ernst**  
Life coach  
*-New-*

I studied Mechanical Engineering and Innovation Studies at TU/e and I also did my PhD here. After this, I did a master's in religious sciences and specialized in spiritual guidance. I have worked in various organizations (including youth care, elderly care, at a university). I also lived abroad with my family for 7 years. Already during my studies, I was an active visitor of the ESK (predecessor of TINT) workshops and meditation moments, while realizing how much it brought me, the dream grew to 'become' a life coach myself one day.



**Kimberly Drabbels**  
Program manager  
*-New-*

I studied Industrial Design at TU/e. My goal is to support people in improving their mental well-being and personal development. So what better place for that than at TINT? I would like to put TINT on the map more and stay informed about the needs of students so we can tailor our events accordingly. Furthermore, I like to be involved in all sorts of things such as networking, providing structure, and working on graphic design, just to name a few of my tasks.



## Board

The TINT team is driven by the TINT Board, a group of directors with a shared inspired vision. The board makes sure to stay on track, and, where new opportunities arise and old ones disappear, to investigate and recalibrate them. In addition, the board secures the practical preconditions so that the team can do its work well. The TINT board meets monthly with two permanent team members. In 2022, the board expanded with Mihaela Niculescu, who focuses on TINT's human resources. Janneke Roodzant ceased her work for the board at the end of 2022. Thus, in 2022 the board consisted of Willem Mak (chairman), Tony Williams (treasurer), Hein Otto Folkerts, Dione van Noort, Mihaela Niculescu en Janneke Roodzant.



**Willem Mak**

Chairman



**Tony Williams**

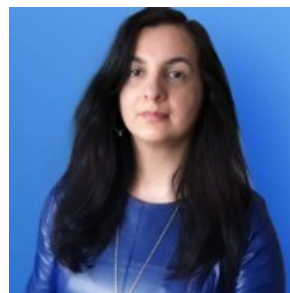
Treasurer



**Hein Otto Folkerts**



**Dione van Noort**



**Mihaela Niculescu**



**Janneke Roodzant**

## Network

TINT is part of a wide network of students, student associations, student support organizations, partner organizations, educational institutions, and, of course, the local and regional network in which our students find themselves. In this way, we stay up-to-date with what is going on around us, can give advice where needed, and can easily collaborate when organizing events. For example, this year we have had "coffee dates" with boards of student associations to be able to put TINT more on the map and look at possible ways we can help each other. Furthermore, we are part of the umbrella FISO (evolved from CREDO) that connects organizations at the university on the topics of internationalization, inclusivity, well-being, and religion. In addition, TINT contributes to SWeN, which stands for the Student Wellbeing Network. The following describes how these networks impacted TINT last year and how we contributed to them.

### CreDO/FISO

The ambitious plans from 2021 to establish FISO as an umbrella for internationalization, well-being, and inclusivity came true; in 2022, FISO became a fact. TINT, along with the other associations, put a lot of energy into the transition from CREDO to FISO. FISO was created because there was a need for an umbrella for inclusivity that would be integrated more into the student culture. In addition to the religious and spiritual associations previously 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. So there are currently, including the university, 11 organizations involved in this innovative step. The specific need to jointly organize activities from CreDo as a cooperative is no longer there among the previously involved associations. However, the religious associations do want to continue to discuss issues of religion and philosophy on campus.

Immediately after its founding, FISO proved very valuable, as the umbrella organization had a large share in organizing the campus market during the 2022 TU/e intro week where associations and organizations could promote themselves. This was very helpful in putting TINT on the map among new

students (as reflected in the podcast episode 'Answering Life Questions With Participants Of The Introduction Week'). The contact between TINT and the FISO board has also been very successful. For example, the new FISO board was one of the first boards to whom we delivered our new Inclusive Leadership workshop (see 'Workshops for associations' section). TINT is also in close contact with the other associations and organizations under FISO.



Image 2: Booth during the intro week at TU/e

Thanks to FISO, a group of student associations, previously not under an umbrella, now has a home in the student culture and an equal place within the university's organization. Also for TINT, the position of FISO gives opportunities such as the joint organization when introducing new students. In addition, within FISO, TINT has good connections with the various associations and students, thus contributing to the goals of inclusivity, identity, and well-being.

## SWeN

To improve communication and cooperation among various TU/e organizations that support student well-being, the student fraction Groep-één | ESR established the Student Well-being Network (SWeN) in September 2019. From its beginnings, TINT has contributed by organizing meetings and providing topics for discussion related to student well-being. Currently, TINT has a seat in the core team of SWeN, which is responsible for organizing meetings and running the network. This equates to about 16 meetings in the year of 2022. All umbrella associations at TU/e participate in SWeN.

The year 2022 was a turbulent year and there were many challenges for SWeN. The challenges ranged from bringing students back to campus at the beginning of the academic year to supporting students in times of distress such as the war in Ukraine. This was the first year that SWeN was organized entirely by students for students. Our role on the core team of SWeN provided opportunities to directly improve student well-being at TU/e. TINT made an important contribution this year to organizing SWeN meetings and keeping the network alive.

A major achievement this year was the joint drafting of the Declaration of Intent 'Social Safety and Wellbeing'. In the Declaration of Intent, associations set their goals regarding well-being and commit to achieving them.

SWeN also advised on and provided feedback on various TU/e policies related to well-being, such as the social safety policy and the alcohol policy. Organizationally, the challenge for SWeN in 2022 was to make a good continuation after the initial enthusiasm and commitment at its start-up. It is now up to SWeN to continue working on and

increasing student well-being at TU/e. With a position on the core team of SWeN, we can provide a platform for innovative ideas that reach us, and further develop and implement them to promote student well-being.

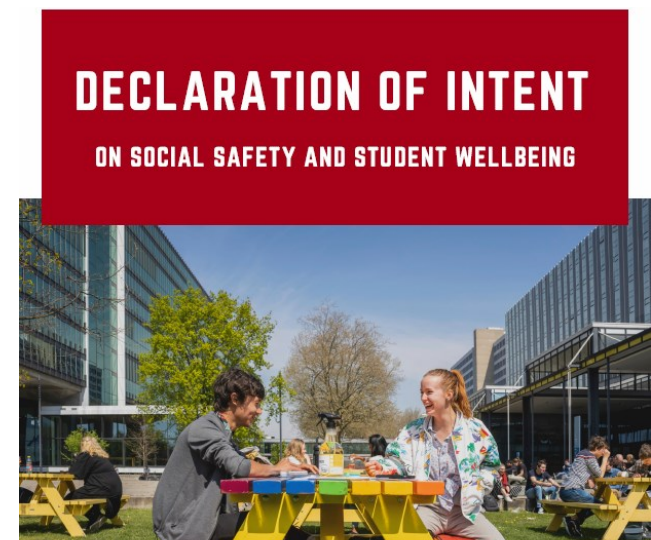


Image 3: Cover of the declaration on intent by SWeN

# ACTIVITIES

Also this year, TINT has been up to all kinds of things. As every year, we have organized fun events, taught workshops, provided helpful one-on-one life coaching, and recorded interesting podcasts for all students of Eindhoven. But that's not all, this year we expanded our offer and started setting up a TINT community. Below we describe what that entails and what the year looked like for us and our attendees. Followed by a nice overview of the figures of the promo we did this year.

## Open events

This year we organized 11 events and 8 workshops, attended by a total of nearly 600 people. In addition to these events and workshops, we provided 21 meditation sessions, first weekly and later once a quarter. The number of events is too large to describe here but feel free to look at the appendix "Year overview activities" for the complete overview including the number of participants. Below, after a general review, a number of events and workshops from 2022 are highlighted as examples.

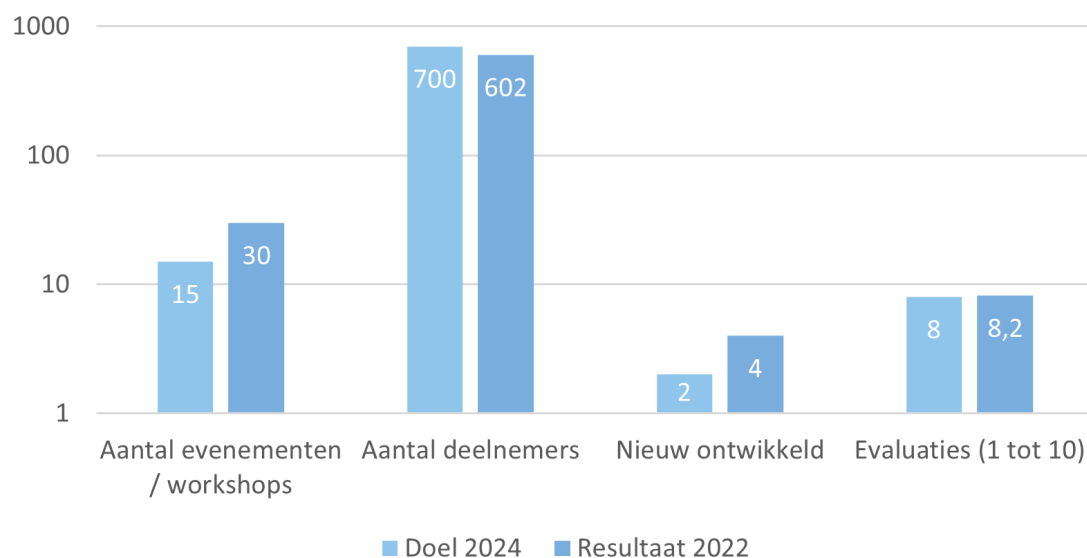
Looking back at the first half of 2022, we see that our events were noticeably less well-attended between April and June. It seemed as if on the one hand students still had to get used to the fact that after the strict corona period, there was finally something allowed again and they still had to get

out of their shells. On the other hand, plenty of activities were organized by other parties to make up for the missed time, so to say. As a result, we had to cancel a number of activities. In September, the number of participants increased again. At the beginning of 2022, all activities of TINT were still online, the mindfulness sessions were even online until the summer, this might also have contributed to the low attendance. In the fall we had to cancel 1 more workshop "How to appreciate yourself", the assumption is that the event was too intimate/ personal after all and that probably put students off. In 2022 we experimented with the setup during our workshops by moving from a classroom setup with benches in rows and our life coach in front of the board to a circle where the life coach was part of the group and students could not hide behind the table. This concept proved to be a success, students took a more active attitude and were no longer on their phones. Students also felt less like they were being lectured now but felt part of a group exploring a topic together. We found that this change provided a pleasant and safe environment for our participants and more space was taken to share personal stories. All in all, our events were rated with an average of 8 by our participants.

### Events

Due to the popularity of our Open Stories event, we held it twice this year. This event is entirely devoted to opening the conversation in society, being open to others' stories, and connecting people who otherwise might not have spoken to each other. The

## Cijfers evenementen en workshops



aim of this event is to broaden horizons and increase understanding of people who may be different. The themes that were represented, in particular, are LGBTQ+, health, and society. At this event, we invited a number of people with interesting stories: people who are transgender, homeless, or have been suicidal. Then, in small groups, our guests could interact with the people we invited to understand their stories. One of the people who came to tell his story was a bit hesitant to tell his story at the beginning of the event, but one of the visitors assured this person that the story was not too much to handle and that it was a very interesting story to hear. It was obvious that a great burden had been lifted from his shoulders and the atmosphere immediately became very open. As a learning point for us for the next time, we would like to have a conversation after the event with the people who came to tell their story to briefly talk about how they experienced the evening, whether everything went well, and whether there is anything else they have on their minds. It can of course happen that, despite the measures we take to create a safe environment, people have been touched by the questions they received or

memories that resurfaced. This is something we want to consider better next time.

Another event we organize every year takes place during intro week at TU/e. This is a day where all student organizations promote themselves in an often interactive way. For TINT it is very important to be there to put ourselves on the map with the new generation of students. To attract the attention of passing students, we invited intro parents to ask their intro group some questions. This was all in the form of a podcast that was later released on our channel. During this interview, the intro parents could ask questions such as "What is your biggest fear?" or "What is your biggest dream?" which generated interesting conversations. To increase the interaction even more, we promised a prize to the three best answers. In addition, of course, we explained to many students what TINT is and does, to which one student replied, "Oh, so you offer therapy and group therapy, but then the light version." And that's certainly one way of putting it. Next year, we are definitely going to have a spot in the intro market again. Here we want to come up with an activity that might be a little bit more



Image 4: workshop "Strike up the conversation"



approachable to get more people interested and also come up with something to be able to contact students afterward to let them know about the events we have planned.

## Workshops

This year's top-rated workshops were Strike Up the Conversation and FOMO (Fear Of Missing Out), both rated 9 on a scale of 1 to 10. We are very happy and proud of this. One of our Strike Up the Conversation guests said:

*“It was a really nice and cooperative workshop but at the same time it felt easy to share, even for introverts! Good job!”*

At the Strike Up the Conversation workshop, a beautiful and remarkable moment took place. After the workshop, a lot of people kept chatting with each other. One of the participants told someone from the TINT team that despite the workshop he still found it difficult and scary to address people. Less than a minute later, another participant approached him to talk to him. It was very nice to see how no one had to feel left out, that people immediately took the opportunity to put their conversation skills to the test after the workshop, and how eager people were to talk to each other afterward. Even after closing the room, people continued to chat outside near the exit.

We have received more positive feedback about our workshops such as this one about the workshop building your social life:

*“It felt like coming home, it's such a great atmosphere with TINT. I felt very welcome and completely safe to share my thoughts and feelings with the group.”*

We are extremely proud that we manage to create such a nice atmosphere with our workshops such that people feel at ease and also genuinely feel that they have learned something. Ultimately, of course, that is the whole reason we do this.

## Workshops for associations

In 2022, TINT provided the following workshops to associations and organizations.

### You can figure this out

This workshop is given to first-year TU/e students (via the study associations). In this workshop, students can share their worries and get tools to deal with them. For example, we work with the exercise 'The worry tree', where participants look at whether their worries are real or fictitious, whether they can do something about it themselves, and if so, how and when they want to take steps in this. After conducting 3 of these workshops in 2021, there were 2 more scheduled in the spring of 2022. One went ahead, the other was unfortunately canceled due to too few registrations. Possibly this has to do with the hesitation that many students still had after the lockdowns to participate in activities on campus again. Some student reactions to this workshop:

*“I think this workshop is useful for all students, not just first years. I would love to attend more workshops from Tint in the future!”*

*“I really liked the atmosphere. It was very welcoming and supportive. And very interactive.”*



## 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 are experienced and how to deal with them. For example, we played FOMO bingo (how many characteristics 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 recognition there was back and forth.

During this workshop, it was noticeable how easily the ice was broken during an exercise in which the participants stood in a circle (instead of a lecture setup). Working in a circle, therefore, became the starting point in workshops developed after this workshop.

## Passionate about your Future

Some quotes from our participants:

*“It was very useful, the build-up was nice to gradually improve your insights.”*

*“In general, it was insightful and very hands-on / interactive, which is nicer than listening three hours!! :)”*

*“Nice workshop!”*



Image 5: “Dealing with the Fear Of Missing Out” workshop





Upon Wervingsdagen's request, this workshop was given twice to TU/e students during Wervingsdagen's Skill Sessions. In these workshops, students worked with their hobbies and talents from their childhood. They combined these with their current hobbies, talents, and education in order to brainstorm new ideas for the future. There was plenty of room for exchange, so students also gave each other new ideas. Sitting in a circle (without tables in the middle) created an atmosphere of open and equal exchange. These workshops were well attended: 18 and 10 participants, respectively. The PR of the Wervingsdagen has a wide reach, making it great that TINT could reach a new target group through these channels. At the second workshop, we had more time in advance to prepare the room, so this workshop went more smoothly than the first. We will take the importance of "room for preparation" with us for future workshops.

### **Inclusive Leadership workshops**

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?

These questions have become increasingly pressing in recent years, as the student population at TU/e is more diverse and international than ever. Hence the question came from the Executive Board to TINT to make boards of associations more skilled in this area. At the same time, this need also arose from within the board of Lucid, the study association for Industrial Design, and the board of FISO (the umbrella organization for diversity, well-being, and internationalization).

Thus, the idea was born to develop and offer two Inclusive Leadership workshops for both boards. Thanks to the project funding for the projects "Working on the value of identity" and "Let's talk about discrimination" we had the extra financial space needed to develop this further. We sat down together with Lara Hofstra (TU/e diversity officer and our partner in developing and giving these workshops) and the student boards to assess the needs of the boards. In doing so, we came to the conclusion that we would like to address the following in our Inclusive Leadership workshops:

1. *Openness & dialogue attitude: how to create*

*an open atmosphere, where people listen to each other and dare to be vulnerable*

2. *Exploring values: which values are dear to you and which values are meaningful to the other?*
3. *Building bridges: how do you keep an open attitude and ask open questions, even if the other person has different values (and norms) than you?*
4. *Dealing with conflicts: how do you examine the underlying values in a conflict and look for creative follow-up steps that do justice to them?*

During the first workshop at FISO, we explored what the board members' underlying values/motivators are for committing to FISO and how to discuss these values in a safe atmosphere. In a second workshop, we looked at a current conflict from all sides, examined underlying values from different perspectives, and reflected on creative follow-up steps in the process.

*"I participated in the Inclusive Leadership training with my board. We had two good sessions together. During the first, we discussed the values that lie beneath our board's goals and vision. In the second session, we had a deep conversation about a case study from our first term as a board. It was very enlightening to discuss this case together with TINT! They gave valuable input and helped us look at the case from different perspectives." - Anne-Wil van de Heuvel, chair of FISO 2022-2023*



With the Lucid board members, we explored how it feels for yourself to be included or excluded somewhere and how to openly discuss these experiences. The board members also brainstormed out of the box about what an ideal inclusive association would look like and what ideas could be translated into reality. In a second workshop, we again looked at a current conflict from all sides, examined underlying values, and from there brainstormed creatively about possible next steps.

It was impressive to see how the participating students questioned and listened to each other. The questions they asked each other became more and more open and the attitude changed from a 'tendency to discuss' (who is right?) to a 'dialogue attitude' (what do we learn from each other?). We did notice that there was so much to exchange that we generally ran out of time. As a result, the completion of the workshops was often faster than desired. In the future, we will therefore plan more time per part and/or make the workshops as a whole last longer (e.g. 2.5 hours instead of 2 hours). Afterward, participants reported that they were happy with the open atmosphere in the workshops and that the interactive character made them start thinking. Later they reported back that they had already put some ideas into practice. In short: successful workshops, which we will offer to more student boards in the future.

## Life coaching

Within TINT, pastoral care (life coaching) has a long tradition. Our life coaches/student pastors help students with the choices and changes they go through in their lives. In an open manner, students can speak out their hearts about dilemmas and receive support with life questions. Topics such as meaning 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 can provide an early warning signal and, where necessary, a referral to other student counselors and organizations. In 2022, Margit van Tuijl and Rachelle van Andel were the permanent life coaches/student pastors within the TINT team, until Rachelle left TINT in the fall due to employment elsewhere. In addition, Izabella conducted conversations with students as a life coach intern until February 2022. Because Izabella and Rachelle

completed their work at TINT during the year, there were fewer life coaches available than usual. We were happy that our external life coach Laura Curta was also able to mentor some students, nevertheless, unfortunately, we still had a waiting list at the end of 2022. Thankfully, at the end of 2022, the good news came that Marja Ernst-Houben would join the team as student pastor/life coach as of January 2023.

The fact that corona measures were still in effect in the first months of 2022 was also noticeable for the life coaching, both in terms of content and form. Content addressed questions such as: "How do I keep enjoying what I do, even during the periods when not much can be done?" and "How do I keep feeling connected to others, even when there are fewer moments of contact?". In terms of format, the conversations at the beginning of 2022 still took place primarily online. As guidelines allowed more, more conversations were held on campus again or while walking. Walking coach sessions bring movement and fresh thoughts to the conversation: a great new discovery, which we continued after the lockdowns.

In 2022, the life coaches and the life coach intern together conducted 122 coaching sessions by appointment, 45% of which were with international students. In addition, they conducted an estimated 115 informal coaching calls. The number of informal coaching calls is quite a bit higher than in 2021, as 2022 already allowed for many more activities to take place on campus. Because we were back on campus a bit more, there were also more conversations around the physical events and in the corridors of TU/e.

Students found their way to life coaching through TINT events, our website, social media, referrals from other student mentors, and fellow students. The oral 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.



Questions from students in life coaching included:

- What do I want after college?
- How can I overcome my feelings of loneliness?
- What will help me be happier in my life?
- How do I deal with loss?
- What do I bring from home and how do I deal with it?
- How can I grow my self-confidence?
- How do I view life and death?
- What does spirituality mean to me?
- How can I draw more confidence from my religion?

**Coached students talking:**

*“I enjoyed experiencing the time and space in the life coaching to tell my story. Everything I said was allowed to be there, there was no judgement. Gradually I noticed that I became more positive in life and more open in my contact with others. Little by little there was more room to be me.”*

*- TU/e student (translated from Dutch)*

*“Life coaching at TINT: a good place to talk about your problems with someone who knows the right questions to ask.”*

*- TU/e student (translated from Dutch)*

*“I highly recommend life coaching by Margit. The conversations with Margit helped me to reflect on difficult periods in my life. With her, I felt safe to speak openly about myself, without feeling judged. Margit is a good listener and she knows when to ask the right questions. The sessions with her helped me find peace with my past.” - TU/e PhD student (translated from Dutch)*



## Community

In the fall, the idea was raised to start a community with students in Eindhoven. This community eventually took the form of a WhatsApp group in which any student interested in TINT is welcome. This app is meant to share interesting events (like ours) in an informal way, to have a platform where people can possibly help each other, discuss interesting topics, and connect.

In this group, every week we send a weekly challenge such as "reconnect with someone you haven't talked to in a long time", "app someone from this chat and ask about an achievement of theirs that they are most proud of", and "listen to someone's ideas that are different from yours without judging" and then phrase it in a nice way with added context. We also organized low-key initiatives to connect more with each other, such as the opportunity to have lunch together every Friday, a potluck, and walking GLOW together.

It was nice to see the group grow to almost 30 participants already in three months' time and to meet people from our community. However, the group is still in its testing phase. This means that next year we will evaluate how it went and whether we want to adjust things. For now, it looks promising and we hope to welcome even more people to our TINT community chat next year and experience even more together.



Image 6: Walking Glow with the community



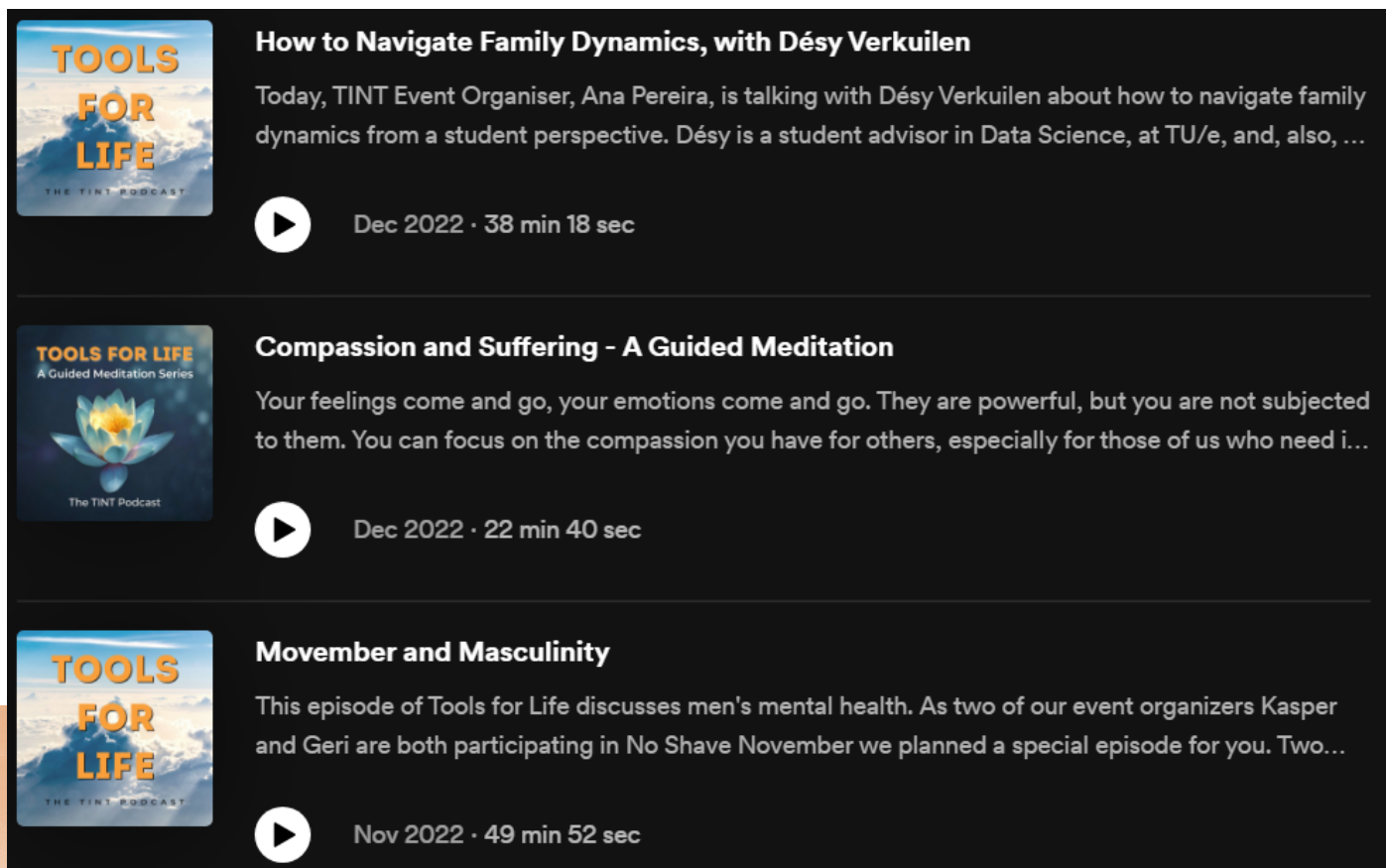
## Podcasts

Tools For Life, TINT's podcast, is an important way to reach more students. This way, students who do not attend workshops or events can still get in touch with topics they are struggling with or are simply interested in. In this way, these students know that they are not alone with their questions and doubts, and can safely gain new insights. Some of the topics discussed include: "Imposter syndrome," "The value of self-care," "Social safety" and "Navigating family dynamics". To discuss these topics, a guest is usually invited who is an expert on the area in question.

This English podcast is split into two alternating categories; 'Tools for Life' and 'Guided Meditation'. In Tools for Life, the previously mentioned topics are discussed, and the Guided Meditation podcasts are mindfulness sessions in collaboration with Enter the Now, a student association that promotes spirituality and health and also falls under the umbrella of FISO. By 2022, 11 Tools for Life episodes have been posted with an average number of listeners of 31 per episode. The content of these podcasts is in line with the needs of the students and themes that tie in with current projects TINT is

working on, such as Diversity Week or other events organized by TINT. There have also been 11 Guided Meditations released, with an average number of listeners of 22 per episode.

Podcasts always remain available online, so students can listen back to them whenever the topic is relevant to their lives. For example, older podcasts are sometimes listened to months later. So the plan for 2023 is to continue to seek out these types of relevant topics and use the platform we have with the podcast to promote events and collaborations.



**TOOLS FOR LIFE**  
THE TINT PODCAST

### How to Navigate Family Dynamics, with Désy Verkuilen

Today, TINT Event Organiser, Ana Pereira, is talking with Désy Verkuilen about how to navigate family dynamics from a student perspective. Désy is a student advisor in Data Science, at TU/e, and, also, ...

▶ Dec 2022 · 38 min 18 sec

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**TOOLS FOR LIFE**  
A Guided Meditation Series  
The TINT Podcast

### Compassion and Suffering - A Guided Meditation

Your feelings come and go, your emotions come and go. They are powerful, but you are not subjected to them. You can focus on the compassion you have for others, especially for those of us who need i...

▶ Dec 2022 · 22 min 40 sec

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**TOOLS FOR LIFE**  
THE TINT PODCAST

### Movember and Masculinity

This episode of Tools for Life discusses men's mental health. As two of our event organizers Kasper and Geri are both participating in No Shave November we planned a special episode for you. Two...

▶ Nov 2022 · 49 min 52 sec

Image 7: A small sample of the podcasts



# PR

We promote our activities through various channels: on our social media (Facebook, Instagram, and LinkedIn), WhatsApp community, our website, the newsletter, digital screens on campus, asking if other organizations want to share our events, podcast channels, during our activities, word of mouth, and blogs. Next year we plan to increase our reach by making more use of the channels Fontys has to offer.

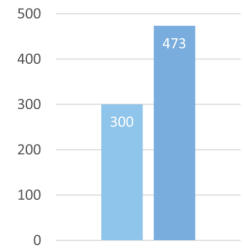
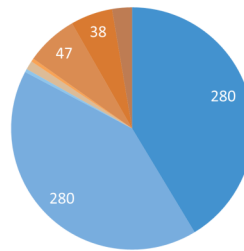
## By platform

- Facebook
- Instagram
- LinkedIn
- Blogs
- News letter
- WhatsApp community
- Digital screens at TU/e
- Podcasts

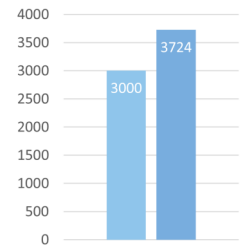
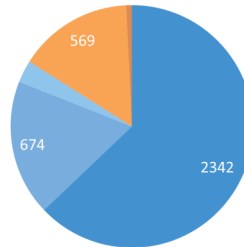
## Total

- Target for 2024
- Result 2022

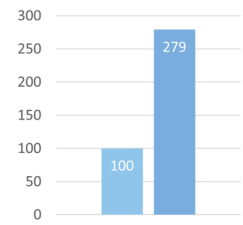
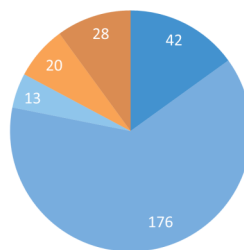
### Amount of posts



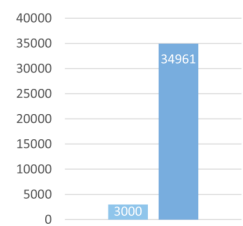
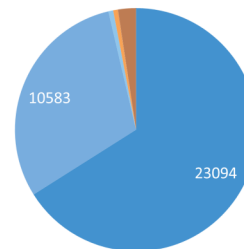
### Amount of followers



### Amount of new followers



### Reach



# PROJECTS

## Working on the value of identity

The Dutch society is changing. Globalization, technologization, and individualization are leaving their mark and creating new values and frames of reference. For example, universities in the Netherlands are attracting more and more foreign students, who also stay in the Netherlands after their studies, for example at large tech companies such as ASML and Philips. At TU/e, 20% of students in 2022 were of foreign origin [2].

While the diversity in the student community is increasing, the ever-increasing role of social media is driving the tendency in society and the student community to have fewer real encounters with others outside of their own bubble. Over the past years, the lockdown periods have reinforced this trend from offline to online, and with that, the risk of getting stuck in your own bubble is increasing more and more. This has a creeping effect on the intensifying segregation within the student community and also outside of it with a much greater risk of misunderstanding, loneliness, and discrimination. It disrupts the view of one's own identity in relation to that of others.

The fact that students are increasingly finding themselves in their own bubbles is even more difficult for international students. They have to get into the bubbles of their fellow students for outside encounters while they have left their own social network. The developments in society make meeting others increasingly more difficult, while we believe that meeting others is of vital importance in a student's development. Encountering others and thereby also recognizing that diverse philosophies and identities can strengthen us in our own identity without our feeling as the only legitimate identity.

Extra attention and effort will be needed to turn the tide and turn it toward knowledge of one's own identity and understanding of the other. TINT does this within the Eindhoven student community by

working on both 1) the value of one's own identity and 2) the value of (understanding) the identity of the other. These topics form the foundation for the project "Working on the value of identity" that TINT carried out in 2021 and 2022 thanks to a donation from the Triodos Foundation and a solidarity contribution from the collective religious in the Netherlands through KNR - Projects in the Netherlands (PIN).

With our project approach, we focus on:

- Strengthening ownership (agency)
- Making room for identity
- Practicing active pluralism (respect and tolerance towards other views and practices)

TINT translates the project approach into five categories of activities, which are interrelated:

- Organizing workshops and events to strengthen dialogue and mutual understanding
- Organizing workshops with volunteers from study and student associations
- Individual counseling through life coaching
- Media, social media, and podcasts
- Advising and participating in TU/e community activities related to inclusiveness/diversity

### Organising workshops and events to strengthen dialogue and mutual understanding

The goal of these activities is to create more room for dialogue on topics of concern in a multicultural and multireligious community. We want to strengthen this community by inspiring 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.

- 'Celebration of Women in Science' was organized in collaboration with WISE. The theme this year was self-confidence; standing there as a woman in an often still male-dominated world.
- 'Open stories' revolved around discovering what special stories fellow students and others have experienced (think about living

[2] Monitor Mentale gezondheid en Middelengebruik Studenten hoger onderwijs 2021 Deelrapport I Mentale gezondheid van studenten in het hoger onderwijs; RIVM, Trimbos-instituut and GGD GHOR Nederland 2022



with a disability, being transgender, or being a person of color) and creating a safe environment where attendees (students) could ask questions they may not have dared to ask before.

- During 'Diversity Week' at TU/e, TINT organized the 'Time Out café' after the 'Time Out theater' on transgressive behavior. Here we started a conversation with students about their own experiences and perceptions.

Experience has shown, that even in collaboration with other parties, TINT reaches only a fraction of the student community with this type of activity. However, this is key to creating momentum. TINT is working with this key and with this momentum to scale up and broaden through 3 directions:

- Organizing workshops and training for student/student associations
- Media, social media, podcasts
- Advising TU/e based on experiences on how to deal with these themes

In addition, these workshops and events provide an opportunity to get acquainted with TINT and thus lower the threshold to ask for individual counselling on important personal issues around identity through life coaching.

## Organizing workshops and training for student/student associations

An important form of scaling up is translating the "experiences of the workshops with individual participants" to boards/leaders of groups such as, for example, study and/or student associations. With this, we want to inspire student groups to develop ownership to create safe environments for their fellow students. This creates more space for them to discover their own identity, find answers to their life questions, and seek connection with a greater diversity of fellow students. For the training of study and student associations, TINT collaborates with ESA.

To this end, we conducted the workshop "You can figure this out!" for student associations. We also gave the workshop 'How to deal with FOMO (Fear Of Missing Out)', which is about the fear of missing out on important or fun moments. Finally, we designed the workshop 'Inclusive leadership' and gave this workshop to 2 boards. The workshop is about how to make your (study) association inclusive and how to make sure that all students can feel at home there even if they differ in cultural background or outlook on life. The feedback on the workshop was very positive. In 2023 we will further elaborate and promote these workshops within the project "Let's talk about discrimination".



Image 8: "You can Figure this out!" workshop



### **Individual counseling through life coaching**

Workshops around personal themes are not for everyone. Some students benefit more from personal coaching. In TINT's life coaching, students are given the space to begin a dialogue with themselves in a safe environment and discover without judgment how they deal with these themes.

This year there were 74 coaching sessions on the topic of identity. More on this can be read in the "life coaching" section.

### **Media, social media and podcasts**

TINT also believes it is important to use (social) media to draw attention to issues within the student community. In addition, we use social media and podcasts to reach out to students, share knowledge, and stay in conversation. We also created 22 podcasts in 2022 to further help students develop themselves and help each other. In this way, we were also able to reach, inspire and engage with many students during the pandemic. Eleven mindfulness podcasts were created and seven "Tools for life" with helpful tips and tricks and substantive conversations on a variety of topics surrounding student identity. An example of one such podcast topic is Diversity Week at TU/e in which we spoke with Lara Hofstra, TU/e's Diversity Officer, about the importance of celebrating diversity and how to make everyone feel at home in Eindhoven.

### **Advising and participating in TU/e community activities related to inclusiveness/diversity**

TINT shares and uses experiences and insights about identity, dealing with it, and empowering the campus community. With our experience, we helped study associations in 2022, for example, to reflect on questions such as "What is inclusion and exclusion?" and "What values are your driving force and how does this relate to others?". In addition, some of the events were also open to TU/e and Fontys employees to open the dialogue and inspire them to contribute to issues related to identity and diversity.

In 2022, TINT contributed to the founding process of FISO, using its experience in coordinating Credo and bringing diverse associations together in an inclusive way. More on this in the "CREDO/FISO" and

"workshops for associations" sections on the Inclusive Leadership workshop we delivered to FISO.

We also worked with staff and teams such as SWeN, the Community Manager, the Diversity Officer, and the newly hired Wellbeing Manager at TU/e. For example, we were invited to the opening activity of 'Diversity Week' called 'Diversity Breakfast', where we engaged in a conversation with colleagues and students about inclusion at TU/e. We also attended the opening of the exhibition on transgender people at TU/e.

**Triodos**  **Foundation**



## Let's talk about discrimination

Racism and discrimination is a broad societal theme that is also current in Eindhoven's student community. This was expressed in 2020 in an article that appeared in Cursor, the online magazine of TU Eindhoven [3]. This article highlights the issue of power abuse and racism among students, as well as the need to do something about this together.

In addition, marginalized groups in society are raising their voices. Whether it is Black Lives Matter or the feminist movement The Wave Eindhoven, more and more people are uniting to make their voices heard and bring change where every voice wants to be heard.

As the TINT Eindhoven, we are committed to these different movements. TINT acts as a bridge builder. With our substantive expertise in the field of philosophy of life and meaning, we want to guarantee a safe space where we can actually meet each other from person to person, where we can question and challenge each other and especially allow each other to grow in our humanity.

Due to current developments in society, the importance of such a safe space and certainly the complexity of the challenge of creating and maintaining this space is increasing. Where many conversations are held primarily on social media (and sometimes even exclusively there) people are living more and more inside their own bubble: we are confirmed in our own beliefs, and the encounter with others is missing. Social debate hardens, and we/they thinking is amplified.

Marginalized identities are under pressure and the way in which this happens is context bound: stereotypical views of women, for example, still play a major role in choosing a technical education in the Netherlands. It is more difficult for students with a migration background to find internships and jobs. When your faith/religion is an important element of your identity, it is difficult in an almost completely secular environment, where there is little understanding of this.

With the project "Let's talk about discrimination" we want to develop activities aimed at strengthening dialogue and mutual understanding. We want to make discrimination negotiable within the TU/e and Fontys. When there is room for real encounters with others and dissenters, and when students are empowered and know how to discuss and deal with such issues among themselves, a more inclusive society will emerge.

This project can be seen as a further deepening within the theme "Working on the Value of Identity" and has been made possible by a financial contribution from stichting Woudschoten and VSBfonds.

Our project approach consists of the following components:

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

### Courageous conversations

'Courage conversations' is a method developed by TINT in 2021, where conversations revolve around making room for different views and difficult topics are discussed. Each participant can contribute from their own background, and the conversation format is designed so that every voice is heard. Also, as a participant, you are challenged to find your own voice while putting yourself in the other person's shoes. We used this method in our workshops and events in 2022.

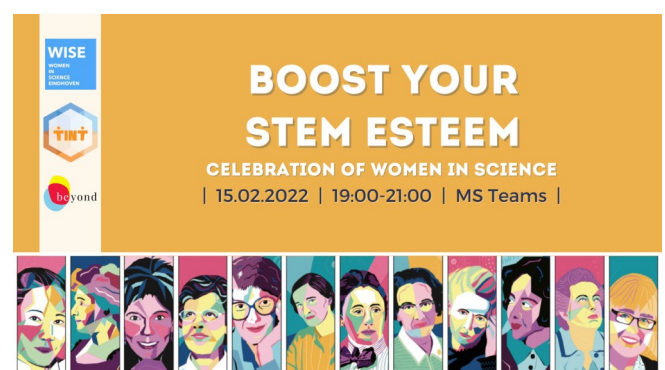


Image 9: Banner of Celebration of Women in Science

[3] *Discrimination (no date) Amnesty*. Available at: <https://www.amnesty.org/en/what-we-do/discrimination/> (Accessed: 2022).

For example, it was applied in the Celebration of Women in Science event during the discussion round and in the Time Out Café. Furthermore, Open Stories was all about 'making difficult topics open for discussion by opening the conversation with people with a special story' (think about living with a disability, being transgender, or being a person of color). We also focused on courageous conversations in our podcasts.

### **Training of our own TINT professionals and implementation of insights**

To develop workshops and guide students on the difficult topic of 'discrimination,' the TINT team itself has also sought depth through participation in workshops and lectures by experts. The 'courageous conversations' for our life coaches are also a source for increasing their own awareness. This allows them to better recognize different forms of discrimination and to safely discuss it within the context of the rest of their work. This allows them to apply these insights during one-on-one coaching conversations and in already existing and new workshops.

The following activities contributed to increasing the TINT team's own awareness of the topic of diversity and inclusion:

- The team attended the theater performance "Time out" to learn more about transgressive behavior.
- During Diversity Week, several TINT team members participated in workshops such as the "Diversity Toolkit" and "Invisible Disabilities".

- We also attended the lecture "Beyond male and female" and the opening of a transgender exhibition at TU/e (organized by Studium Generale and Compass).
- In addition, a team member of ours attended a training called "Against Hate" about freedom of speech vs. hate speech, hate on social media, and stereotypes, among other topics.

### **Individual guidance through life coaching**

Workshops around very personal topics are not for everyone. Some students benefit more from personal coaching. In TINT's life coaching, students are given the space to dialogue with themselves in a safe environment and discover without judgment how they deal with these themes.

This year there were 48 coaching sessions around the theme of diversity. More on this can be read in the "life coaching" section.

### **Workshops on the value of identity**

As Amnesty points out, the toxic rhetoric surrounding 'other' groups of people is increasing, also in the Netherlands. Not only explicitly (swear words, hate groups, etc.), but also implicitly (through 'unconscious bias') [4]. As a result, the humanity of other population groups is more often overlooked. From conversations and experience, TINT has learned, 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



Image 10 + 11: Against Hate training

[4] *Discrimination (no date) Amnesty*. Available at: <https://www.amnesty.org/en/what-we-do/discrimination/> (Accessed: 2022).

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 a valuable contribution to the community.

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 the 'being different' and are open and willing to enter into the conversation.

We worked this out within the project "Working on the value of identity" and are building on it within this project.

'Celebration of Women in Science' was organized to show female students that they are role models for younger generations and to help them increase their self-confidence. This involved discussing 'Imposter Syndrome' (the idea that you would not be competent, qualified, or suitable enough for your position), how to overcome your fears, and learning to trust in your abilities.

We also developed and delivered the workshop 'Show yourself to the world,' guiding participants in reflecting on their own character traits and becoming more comfortable in their shoes. In addition, we developed the workshop "How to build your social life," in which students reflected on their current social connections and their needs in this area.

### 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 view of life?

By offering workshops on diversity and inclusion to boards of study associations, we 'empower' these boards to both recognize (in themselves and others) and deal with discrimination, as well as act preventively within the association and studies and work towards an inclusive board policy. The workshops will remain relevant every year as boards change annually. In this way, we reach both directly and indirectly hundreds of new students every year.

To this end, we developed and piloted the inclusive leadership workshop in 2022. We sat down with Lara Hofstra (TU/e diversity officer and our partner in developing and giving these workshops) and two student boards to gauge the needs of the boards. In doing so, we came to the conclusion that we want to address the following in our Inclusive Leadership workshops: Openness & Dialogue Attitude, Exploring Values, Building Bridges, and Dealing with Conflict. The pilots were successful and the workshop is now available to the boards of all student associations. More on this in the workshops for associations section.



**VSBfonds,**  
iedereen doet mee



## Focus on the war in Ukraine

The war in Ukraine is a source of stress for many students. In the weeks following the start of the war, TINT organized several activities to help students and staff deal with their emotions. These activities ran for 2 months until the end of April 2022. Thanks to TU/e who financially supported these activities with an additional project grant.

### A safe space for sharing experiences

Rachelle van Andel (student pastor/life coach at TINT) took the lead in creating a 'Room for Peace': a safe environment in MetaForum at TU/e where students and staff are welcome to write down their intentions, light a candle, meet each other and find support.

### Listening ear during lunch breaks

Every day during lunch breaks, a coach or confidential person was available to offer a listening ear and talk to students and staff about what was on their minds. Both Rachelle van Andel and Laura Curta (external life coach at TINT) fulfilled this role.

### Guided group sessions

In addition, group sessions were organized where students and staff were welcome to share their stories, emotions, and experiences. In these sessions, participants could also encourage each other in finding sources to draw hope from. These group sessions were led by Rachelle, Laura, and Margit, among others.

### Life coaching

The war in Ukraine is a source of stress for students at a time when many students are already requesting life coaching from TINT. In order to provide this life coaching to all students in demand without using a waiting list, both Rachelle and Laura offered more life coaching sessions than usual.

All in all, it was great that TINT was able to fulfill this role within the TU/e community and that a number of students and staff experienced support from this. At the same time, the number of people who took advantage of this was less than expected. Also from other student cities, we heard that there was a lot of interest in activities, where people could offer

help to victims, and less interest in places for confidential conversation (confidential conversation was mainly sought among friends and family). Possibly this is also the underlying reason why little use was made of our discussion groups. A learning point for the future is to continue to properly assess the needs of the target group in projects such as these.



# REFLECTION ON GOALS 2022

Chapter 2 "Goals" describes the general goals for the period through 2024, supplemented by specific goals for 2022. In conclusion, this report reflects on the 2022 goals and describes the goals for 2023.

## Organisation, financing, and collaboration

In 2022, the range of grant providers was further explored and a grant was obtained from Stichting Woudschoten for the project 'Let's talk about discrimination'. In the chapter 'Projects' this project is further explained as is the project 'Working on the value of Identity'. The search for subsidizers will continue in 2023. Now that we can come together live again, we find that 'student well-being' is a hot topic. So in 2023, TINT will focus its new projects on the theme "Mental health and coping with stress.

For the contacts with PKN/PGE and De Kapel, content contributions have been made as planned. For example, Margit van Tuijl, in her role as pastor, has actively contributed to the celebrations of the Chapel and contributions have been written for the magazine "Samen". Margit also participated in the consultations of the Landelijk Beraad Studentenpastores (LBS) and gave an interactive presentation on her experiences at TINT during the fall conference of the LBS. In addition, Willem Mak contributed as president to the online inspiration session of the national working group of the student pastorate (PKN).

The cooperation within the TU/e community is described in the chapter "Network": we see that FISO occupies an important place, within FISO TINT has contact with several associations. TINT organized an event together with WISE and also the meditations in cooperation with 'Enter the now' continued in 2022 and remain in the plans for 2023. The agreement with FISO was signed, marking the start of a thriving umbrella within which associations in the fields of internationalization, identity, and well-being, including religious associations, have been given a place. Because these associations are now part of an umbrella, they

have the same position within the TU/e community as other associations.

## Community building

In 2022 TINT actively participated in the SWeN network and has a seat on the core team, this will continue in 2023. The Inclusive Leadership workshop was newly developed and given to 2 boards. Through 'coffee dates' discussions were held with the boards of the student associations to raise awareness of TINT and its goals. Whereas the goals of the workshops focus on identity, connectedness, and empowerment, we especially in workshops noticed a need among students for themes that contribute to their own well-being such as the newly developed workshop 'Dealing with FOMO (Fear of Missing Out)'. Therefore, the themes of identity, connectedness, and empowerment will recur in events such as the 'Women in Science event' in 2023, in addition, we are exploring the possibility of applying for grants to further develop and deliver workshops in the area of well-being. TINT stepped up to provide a safe place and a listening ear when the war in Ukraine began. That its contribution to Happiness Week dipped before that was not seen as problematic; there is a time and place for everything.

TINT actively contributes to FISO through, for example, the workshop given to the board, contributions to meetings, and individual conversations with FISO members. Precisely because of the diverse nature of the various associations within FISO, the role of the TINT life coaches is appreciated. TINT thus contributes to reflection on "cooperation in diversity". In 2023, the cooperation within FISO will be shaped further. There no longer seems to be a need for Credo as a collaborative organization now that FISO has been established. TINT does remain in active dialogue with religious associations within FISO, as was the underlying idea of Credo. In addition to the already existing community activities, 2022 also started its own small and growing TINT community.

## Life questions and identity

Individual life coaching continues to be a trusted and important activity of TINT. This offering resulted in 122 coaching sessions and about 115 informal



conversations in 2022. The chapter on life coaching discusses this in detail. It is nice to see that the share of informal conversations surrounding the organized events and by being present at TU/e, in particular, has increased. The mindfulness meditations, events, and workshops are important permanent components of TINT's work. Worth mentioning is that TINT was invited to offer the workshop "Passionate about your Future" at the Wervingsdagen. Through this cooperation, TINT reaches a broad target group and to this group, TINT offers the space to think about the future, by combining the passions and talents with the education of the student. A great opportunity at the Wervingsdagen to look beyond that job that comes after studies.

With a number of 11 events and 8 workshops, the goal of 15-20 activities was achieved. Of course, the necessary podcasts were also created and all activities were supported by communication tools, see the relevant chapters.

## Communication and visibility

The themes of communication and visibility are strongly intertwined with TINT's overall offerings. By 2022, 11 "Tools for Life" podcasts have been created, whose content connects to the projects or events offered by TINT. These podcasts are alternated with meditative podcasts. TINT's reach through social media is going well. Reaching specifically Fontys students is more difficult. In 2022, some exploratory talks were held with Fontys employees. For 2023, the goal is to work with these employees to see how Fontys students can also be reached through their own channels.

With this retrospective in mind, but certainly also looking ahead to the goals of 2023 already, the following goals have been drawn up for 2023.



Protestantse  
Kerk



# PLANS FOR 2023

## Organisation, financing and collaboration

- Potential grant providers are actively sought.
- At least one project grant is applied for.
- Contact with the PKN/PGE and De Kapel is maintained through the life coach/student pastor's contribution of content to celebrations, writing contributions to the magazine 'Together'/De Kapel newsletter, and exchanging experiences and expertise.
- There is a collaboration with the student organization 'Enter the Now' to offer mindfulness breaks and meditation workshops.
- There are collaborations with various groups within the TU/e community, such as Cosmos and Studium Generale, in organizing activities for students.

## Community building

- To advise and play an active role in TU/e as a community, TINT participates in the Student Wellbeing Network (SWeN).
- Two workshops or activities will be developed and five workshops or trainings will be given in the area of identity and connectedness that contribute to the empowerment of student associations and their students.
- TINT is an active contributor to the new umbrella FISO.
- Through discussions with the associations, TINT evaluates how the place of the philosophical associations within FISO is doing. TINT is reviewing whether there is still a need for a joint field of activity. Where this is desirable, the organization will be adapted to the needs of the associations and discussed with the TU/e as a 'client'.

## Life questions and identity

- Many of TINT's activities will continue. For example, individual life coaching will continue

to be an important offering for individual students.

- As in previous years, mindfulness meditations will also be offered in 2023.
- Events and workshops will be organized for students; the goal is to offer about fifteen to twenty activities in 2023. In 2023, as in 2022, attention will be paid to the themes of identity and "Let's talk about discrimination," through workshops specifically for boards of associations and "courageous conversations".
- The 'Let's talk about discrimination' project, started in 2022 and will continue in 2023.
- Activities are supported by university communication tools, the TINT website, and social media.
- Podcasts are recorded to assist students in their development, so students can listen back to them when the topic is relevant to their lives. The content of these podcasts are in line with the students' needs and themes that connect to current projects.

## Communication and visibility

- 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 with whom TINT collaborates.
- Reaching (a larger group of) students remains an ongoing focus. Through the website, social media, podcasts, and the TU/e channels, efforts are being made to increase TINT's visibility, share knowledge, and advertise activities.
- The expansion of opportunities to reach students of Fontys Universities of Applied Sciences in Eindhoven directly through their own channels is being investigated.





# Financial statements

On the income side, Stichting TINT is basically covered by structural (multi-year) contributions from Eindhoven University of Technology (TU/e), Protestant Church Netherlands (PKN), Protestant Municipality Eindhoven (PGE), and Stichting De Kapel. We are extremely grateful to our sponsors for this. Without their financial support, there would be no TINT.

On the expense side, the direct salary costs of the staff are by far the largest cost item. Since 2019, the TINT team consists of two life coaches, two or three event organizers, and a program manager. This balances the team nicely and gives us enough capacity to set up and organize planned activities and develop new initiatives. However, with the expansion of the team in 2019, since that time 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 salary increases with the financial contribution from some of our sponsors remaining the same for the coming years.

In order to continue to realize our ambitions, we need additional funds. We try to raise these extra financial resources through project subsidies for selected themes to which we (want to) pay extra attention with TINT by developing new activities.

We made an extra effort in 2021 and 2022 with the TINT team and board regarding fundraising for two new projects.

1. 'Working on the Value of Identity in Student Community Eindhoven'. We were able to carry out this project in 2021 and 2022 thanks to a solidarity contribution of €10,000 from the joint religious in the Netherlands through KNR - Projects in the Netherlands (PIN) and a financial contribution of €10,000 from Triodos Foundation.
2. 'Let's talk about discrimination'. With this project, we build on the theme 'value of identity' for strengthening dialogue and mutual understanding around diversity and

inclusion. We are happy to announce that VSB-fonds as well as Stichting Woudschoten are financially supporting this project for 2 years (2022 and 2023). Each with a donation of €15,000 of which we have included half as a reservation in the 2023 budget.

We also received an additional project grant of €6,028 from TU/e in 2022. This was in support of the "Attention to the war in Ukraine" project that spontaneously emerged in cooperation between TINT and TU/e after the war in Ukraine broke out.

As described above in the annual report, there were several personnel changes within the TINT team last year. Due to these changes and because the departure and replacement of employees did not connect perfectly, the salary costs in 2022 were almost €8,000 lower than budgeted. In addition, project costs were also slightly lower, mainly because certain activities were held in modified form at the beginning of 2022 due to the Corona measures still in place at the time. The money that we did not spend in 2022 because of this, we want to use in 2023 and 2024 for a new project that we will develop around "Mental health and coping with stress." For this, €9,000 has been reserved of which €4,500 has been included in the 2023 budget. This will still need to be supplemented through fundraising.

Thanks to the additional funding, we were able to end the year 2022 with a positive result of €9,007. We are really helped by this because due to the shortcomings of the last 3 years, we had considerably reduced our equity. At least that trend has now been broken.

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



# INSPIRATION

An event on transgressive behavior: isn't that only of interest to people who have ever experienced transgressive behavior or people who cross boundaries themselves? Why should I go there? That's what I thought about Time Out's play at TU/e on October 4th. Despite my assumptions, I still went to the play and I am very happy about that because it showed interesting issues. Furthermore, it not only set the viewers to think but there was also room to discuss and spar with each other.

It is difficult to admit that you have done something wrong or that you have experienced something you did not feel comfortable with, because "it's only a small thing" and "maybe it was also a bit my own fault". In transgressive behavior it can happen that one thing leads to another. The actors demonstrated this by depicting a scene where a student's goal was to get a professor for her thesis. She had prepared this well, but her friend still insisted that she had better put on something sexy and flirt collegially in order to win over this professor. Another friend urged her to have drinks together with her friends. And so she did. Moments later, she finds herself facing the professor with a short skirt and too many shots down her throat. She is at a loss for words but still thinks she has received the professor's approval for the thesis. Out of enthusiasm (and perhaps the glasses of alcohol), she gives him a hug. The professor flinches at first but then gives another hug and places his hand on her butt cheek, which she is uncomfortable with. There the scene stops. Boundaries have been crossed, but by whom? Should the whistle have been blown earlier or is only the final step too far?

This is an example of transgressive behavior and during the discussions in the audience after the scene it became clear that everyone can have a different view of transgressive behavior. This also made it clear that there is no right or wrong for everything, but that some situations are complicated and it is nice to be able to spar about them with another person. In the play also the question "Can a safe environment exist at all without conflict?" came up. After all, people have different opinions and it may be better to discuss this - even if it is often tense - than to put it away



Image 12: Time Out Theater, picture made by Maud Straassen

because putting it away can lead to greater clashes or continuation of the transgressive behavior.

In society, transgressive behavior has increasingly become a topic of discussion in recent years. Personally, I think these discussions are sometimes quite difficult because you might say something that hurts another person. Still, the thought that we are all human and that mistakes can happen comforts me. As long as we all create a safe environment for the people around us so that we dare to listen to others with an open mind and talk about our opinions and our mistakes. That way we can continue to learn from our experiences together.

*Kimberly Drabbels*  
*Program manager at TINT*

# Appendix

## Year overview activities

### Open events

Activity	Category	Date	Collaboration	Number of participants
21x Mindfulness breaks	Meditation	Spread over the year	Enter the Now	110
First Year workshop	Workshop	February 9th	All study associations	5
Celebration of women in science	Event	February 15th	WISE	57
Alpha students	Event	March 7th	Ichthus, Navigators	8
2x Peace group sessions	Workshop	March 29th, April 12th	FISO	2
Show yourself to the world	Workshop	May 18th		7
Open stories (during pride month)	Event	June 8th	Groep 1, Fontys Pride	21
Intro week	Event	August 23rd	FISO	150
5x Speed dating (tijdens BSc en MSc intro)	Event	August 25th, September 1st		58
Strike Up the Conversation	Workshop	September 13th	Cosmos	20
Building your Social Life	Workshop	September 28th		9
Time Out Theater Cafe	Event	Oktober 4th	Studium Generale, Diversity week, Groep 1, Time Out Theater	90
Open Stories (during diversity week)	Event	Oktober 10th	Groep 1, diversity week	24
2x Passionate about your Future	Workshop	December 13th and 14th	Wervingsdagen	26



## Workshops for associations

Workshop	Date	Applicant	Collaboration	Participants
You can figure this out	February 9th	W.S.V. Simon Stevin, GEWIS		3
Dealing with FOMO	May 11th	Intermate		5
2x Inclusive leadership	October 13th, December 7th	FISO	Diversity office	2x4
Inclusive leadership	November 15th	Lucid		6



## Balance sheet

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



## Income statement and budget

	RESULT 2021	RESULT 2022	BUDGET 2023
<b>REVENUE</b>			
Subsidy from TU/e	€40.000	€40.000	€40.000
Subsidies from PKN, PGE and De Kapel	€70.690	€72.625	€76.000
Fulfilled subsidy PKN for 2019			
Project based subsidies: BdV, KNR-PIN, VSBfonds, Triodos Foundation, stichting Woudschoten, TU/e	€15.000	€46.028	
Release of funds project subsidies VSBfonds, Woudschoten			€15.000
Project subsidies to be requested			€5.000
<b>Total main subsidies TINT</b>	<b>€125.960</b>	<b>€158.653</b>	<b>€136.000</b>
Participants fee	€532	€600	€750
Other incidental revenue	€1.395	€572	€1.250
Release of funds			€4.500
<b>Total other revenue TINT</b>	<b>€1.927</b>	<b>€1.172</b>	<b>€6.500</b>
<b>TOTAL REVENUE</b>	<b>€127.887</b>	<b>€159.825</b>	<b>€142.500</b>
<b>EXPENCES</b>			
Subtotal salary costs current workforce	€121.789	€114.320	€127.500
Other personnel related expences	€1.660	€1.133	€2.000
Reservation regarding transitional and pension costs		€1.500	
Contribution to student chaplaincy of IFES	€4.000	€4.000	€4.000
Subtotal General and board expenses	€321	€397	€600
Subtotal general production	€2.933	€2.561	€3.200
Subtotal projects and activities	€3.878	€2.906	€5.200
Reservation project: "Mental well-being and dealing with stress"		€9.000	
Reservation project subsidies Woudschoten en VSBfonds for "let's talk about discrimination"		€15.000	
<b>TOTAL EXPENCES</b>	<b>€134.580</b>	<b>€150.817</b>	<b>€142.500</b>
<b>RESULTS</b>	<b>€-6.693</b>	<b>€9.007</b>	<b>€0</b>