Dear Community,

You may be wondering what has been happening at In the Heart of the Beast Puppet and Mask Theater (HOBT): We have been deep in a process of transformation, change, and rebuilding.

Over the past year, we have worked closely with Leandro Zaneti, co-founder of Evolution Management Consultants (EMC), a BIPOC-led planning and executive search firm. Leandro interviewed staff, Board and stakeholders, and facilitated deep conversations about HOBT’s future. The Values and Affirmations developed by the MayDay Council (MDC) deeply inform our organizational culture and practices; they are the bedrock of our new mission, vision, and values statements, and 4-year Strategic Plan. Puppets, education, social justice, accessibility, and community remain the roots of HOBT.

Our next big step: Hiring a Producing Artistic Director. EMC is managing our local and nationwide search for new leadership. This search is undertaken with gratitude and respect for the staff, artists, and community that have honed HOBT into what it is today, and what it is becoming. We are building upon 50 years of deep-rooted, radical love for community through puppets and masks.

In 2021, HOBT’s Board announced intentions to sell our home, the Avalon Theater. Our plans shifted when the possibilities of new community partnerships and funds to revitalize Lake Street emerged. Our strategic priorities now include renovating this landmark building so it remains a community arts resource. Our first phase of renovation will be complete. We look forward to welcoming you back to the Avalon in April!

With love and respect,

Malia Araki Burkhart & Ade Salami
HOBT Board Co-Chairs

To our community, old and new: Thank you!

We are grateful for your support and we look forward to continuing to define the future of HOBT together.

Painting at a workshop taught by Gustavo Boada in collaboration with El Colegio, workshops organized by Susana de Leon | Photography by Spencer Joles
Dear Friends of In the Heart of the Beast,

2022 has been busy here at HOBT although you might not have guessed it—so much of the work has been behind the curtain. Among many other things, we produced Junauda Petrus-Nasah’s long awaited show, The Impact Theory of Mass Extinction on the Avalon’s Mainstage, partnered with the Minnesota Orchestra and Walker Art Center to bring puppets back into public life, and realized a new kind of MayDay Festival—driven by and for the communities we serve.

As we continue to emerge from the Covid pandemic in this changeable economic climate, I see my role as Interim Executive Director as helping to lay the groundwork for a healthy and vibrant organizational future. Our Board and staff have come together to create a plan for HOBT’s next 4 years. It includes welcoming new artistic leadership, growing capacity, and increasing revenue capability. The Avalon Theatre is an asset that will become more attractive and functional for artists and the community-at-large. We continue to steward HOBT’s resources with care and deep appreciation for the labor and love that has buoyed the organization through thick and thin.

I am proud to be a part of the HOBT community of makers and activists who are committed, and passionate as ever in the belief that puppet art is inclusive storytelling come to life—meant to embrace all of the voices of this beautiful multicultural, multiracial, multigendered, multiabled world. I hope you will continue to support our work.

Sincerely,

Michelle Pett
Interim Executive Director

“Anyone can be a puppeteer; anything can be a puppet; with puppetry you can do anything.”
— Daniel Polnau

MISSION*

In the Heart of the Beast Puppet and Mask Theatre nurtures creative empowerment through the joy and magic of puppetry performance and education.

VISION*

In the Heart of the Beast Puppet and Mask Theatre envisions a world where people thrive through welcoming, accessible, and transformational opportunities in the art of puppet-making and performance.

CORE VALUES*

Limitless imagination
We open our doors to the expansive and diverse communities that surround us, and center artists in our decisions, process, and plans. We promote creativity as a tool in the movements for social and environmental justice.

Embracing the mess
Creating puppetry often involves getting messy. We roll up our sleeves and apply this ethos to the physical, emotional, and intellectual aspects of our work. We investigate our mistakes with honesty and curiosity, as opportunities to learn. We move towards opportunities to grow our understanding and empathy.

Personal evolution for societal revolution
We understand we are part of an interconnected web of communities and ecosystems. We repair and strengthen the fabric of these connections through art.

*Newly written, derived from Strategic Planning Sessions facilitated by Leandro A. Zaneti, and approved by HOBT Board
COMMUNITY
HOBT continues to serve Minneapolis’ Phillips and Powderhorn Park neighborhoods and beyond with inclusive programs that spread the joy and wonder of puppetry, while encouraging learning and participation in the artform.

ACCESSIBILITY
At HOBT, Accessibility is key. Accessibility improvements made in 2022 include:
- A lift for stage access
- Screenreader and Userway widget for website users who experience vision challenges
- Image descriptions and captions on website, Puppet Updates newsletter, and all printed materials
- Close-captioning for all videos (including livestreaming on MayDay!)
- ASL offered for all programs; audio-description & touch tour available for Impact Theory
- Translations for all materials associated with programs into languages prevalent in the communities we serve

Credit goes to Accessibility Coordinator Rubin Hardín (they, them, theirs) who crafted HOBT’s Accessibility page and general policies that now serve as a model for other organizations. Rubin also enhanced our outreach efforts to disability-specific communities, especially for the Careworks online workshop series and the MayDay livestream.

MAYDAY PARADE and FESTIVAL
The MayDay Council was convened in 2019 and worked throughout 2020-2022 to reimagine an inclusive, decentralized celebration of MayDay. In 2022, HOBT succeeded in producing a new MayDay Festival in which 3,500 community members participated. Kudos to the Council for their ambitious undertaking, giving rise to more voices being heard, rooted in pride of place and cultural authenticity.

The Medicine Woman Mojiganga crafted and designed by Gustavo Boada with Youth from Kalpulli Ketzal Coatlicue
Photography by Spencer Joles

DISMANTLING WHITE SUPREMACY
Since 2018, dismantling white supremacy has been a focus for HOBT. HOBT is committed to responding to the call to increase accessibility, and hold ourselves, and each other accountable for building a more equitable, just world starting on our very corner of Lake Street. We have begun this work by fairly compensating artists and staff, increasing BIPOC board membership, and examining policies to ensure we are working toward systemic change. We recognize that we have much to learn. We know and trust that our friends, advocates, and constituents will continue to educate us.
PROGRAMS
HOBT programs in FY2022 included online workshops, artist residencies in schools and community centers including St. Joan of Arc, St. Paul Academy, Minnesota Orchestra, and Plymouth Music Series; the mainstage premiere of Junauda Petrus Nasah’s *The Impact Theory of Mass Extinction* and the reimagined MayDay Festival.

At a Glance
Mainstage Performances » 10
Virtual audiences » 250
Community events » 8
In-person audiences » 14,000
Participating artists » 70

THE AVALON
The Avalon Theatre is HOBT’s largest and most valuable physical asset. We are currently “refreshing” the building to improve its functionality as workspace for staff and artists, and exhibition & performance space. Working with architects experienced in historic preservation, we are assessing the Avalon for renovations to make it a more environmentally responsible building, more open and welcoming as a gathering place for the local community, and a more flexible arts facility for evolving and expanding artistic disciplines. HOBT continues seeking opportunities to support under-resourced artists and organizations, and is committed to contributing to the viability and vitality of our Lake Street neighborhood.

The Medicine Woman Mojiganga crafted by a youth from Kaplulli Ketzal Coatlicue designed by Gustavo Boada as a lead artist with Susana de Leon and Kalpulli Ketzal Coatlicue dance families | Photography by Spencer Joles
WHAT THE FUTURE HOLDS
Strategic Plan (2023-2026)

Since 1973, In the Heart of the Beast Puppet and Mask Theatre has helped to create and cultivate the puppetry community in the Twin Cities. It is a world-renowned arts organization recognized for its large-scale puppets and political activism. For almost 50 years, the Theatre has brought some of the most talented puppeteers to Minneapolis while maintaining a strong connection to the local puppet community. In 2022, after three especially challenging years, the HOBT Board and Staff embarked on a strategic planning process to provide a blueprint for both the artistic vision and operational management of HOBT through 2026 including the 50th anniversary of the organization.

HOBT’s momentum continues to build as we prepare for new leadership; work to strengthen our relationships with artists, community members and our donors; expand our programming; and invest in our Avalon home. We are committed to spreading the joy of puppetry to audiences across the Twin Cities as we prepare to celebrate our 50th anniversary in our 2023-24 season.

Impact Theory
Actor, ImagineJoy
Costume design by Orren Fen
Photography by Uche Iroegbu
### Revenue

- **Ticket Sales** $12,122
- **Education/Community Programming Fees** $35,598
- **Donor Contributions** $144,396
- **Grants & Foundations** $190,821
- **PPP Forgiveness** $56,600
- **Other Income** $6,947

### Expenses

- **Mainstage & workshops** $76,254
- **Education & Community Programming** $64,461
- **MayDay** $100,799
- **Fundraising** $48,511
- **Management & General Operations** $292,244

### Assets

- **Current Assets** $332,173
  - Bank Accounts $274,341
  - Accounts Receivable $55,072
  - Other Current Assets $2,760
- **Fixed Assets** $334,250
- **Total Assets** $666,423

### Liabilities and Equity

- **Liabilities**
  - **Current Liabilities**
    - Accounts Payable $19,981
    - Credit Cards $882
  - **Other Current Liabilities** $143,712
- **Total Liabilities** $164,575
- **Equity** $501,848
- **Total Liabilities and Equity** $666,423


**Institutional & Family Foundations**
- American Swedish Institute
- Best Buy Foundation
- Elmer L. & Eleanor J. Andersen Foundation
- Hugh J. Andersen Foundation
- Jerome Foundation
- McKnight Foundation
- The Jim Henson Foundation
- The Minneapolis Foundation
- The Pugsley Fund of the HRK Foundation
- Seward Community Co-op
- Propel Nonprofits
- Puppeteers of America
- Target Foundation

**Individual Donors**
- Andrew & Jeanne Adelmann
- Addis Alemu
- Judith Alessio
- Kristine Alswager
- Miriam Amelang
- Martha & Renner Anderson
- Mary & Scott Anderson
- Elizabeth Anderson
- Parker Anderson
- Rachel Anderson
- Anita Anderson
- Wendy Anderson
- Lucinda Anderson
- Nancy Andrews
- Anonymous
- Anonymous Donors of Schwab Charitable
- Anonymous Donors of Fidelity Charitable Giving
- Anonymous Donors of Frontstream
- Anonymous Donors of CyberGrants LLC//Charities Aid Foundation of America (CAF)
- Andrew Arsham
- Sandra Asliaksen
- Jeannette Bach
- Jeanne Badman
- Craig & Cindy Balfany
- Margaret Barbis
- Jazmin Barcenas
- Jessica Barman
- Shari Barr

**MayDay Council (2019-2022)**
- Ashley Bradford
- Allison Bross-White
- Denise Mayotte
- Candida Gonzalez
- Jovita Morales
- Asher Edes
- Kallie Melvin
- Susana De León
- Felicia Perry
- Andrea Pierre
- Rosa Raarup
- Low Kling
- Andrew Young
- Louis Alemayehu
- Kallie Melvin
- Quinn Rivenburgh

**Facilitators**
- Erin Sharkey
- Junauda Petrus-Nasah
- Lisa Marie Brimmer

**Board of Directors**
- Malia Araki Burkardt (She, Her, Hers)
- Ade Salami (She, Her, Hers)
- Tia Lauve (She, Her, Hers)
- Scott Muskin (He, Him, His)
- Laci McBride (She, Her, Hers or They, Them, Theirs)
- Anita Newhouse (She, Her, Hers)
- Kallie Melvin (She, Her, Hers)
- Katie Peacock (She, Her, Hers)

**Staff**
- Michelle Pett (She, Her, Hers)
  - Interim Executive Director
- Steve Ackerman (He, Him, His)
  - Mainstage Programming & Community Partnerships
- Julia Pearlstein-Levy (She, Her, Hers)
  - Educational Programming & Communications
- Rubin Hardin (He, They)
  - Accessibility
- Elna Ketyar (She, Her, Hers)
  - MayDay Program Manager
- Kathy Kerekes (She, Her, Hers)
  - Billing, Contracting, Operations
- Beth Holmes (She, Her, Hers)
  - Graphic Design
- Kirsten Wedes (She, Her, Hers)
  - Graphic Design
- Lia Rivamonte (She, Her, Hers)
  - Development Consultant
- Yani Forema, Videographer
- Spencer Joles, Photographer
- Uche Iroegbu, Photographer

**Partners**
- Kalpulli KetzalCoatlicue
- Minnesota Citizens for the Arts
- Minnesota Immigrants Rights Action Committee: MIRAC
- Minnesota Orchestra
- Plymouth Music Festival
- Roosevelt High School
- St. Joan of Arc
- St. Paul Academy and Summit School
- MIGIZI
- Walker Art Center

**People**
- Board of Directors
- Staff
- MayDay Council (2019-2022)
- Individual Donors
- Partners
Robert Ebbers  
Annika Ebbloem  
Eri & Chris Edwards  
George Ehrenberg  
Peter & Jane Eichten  
Lollie Eidsness  
Kent Eklund  
Gayla & Chris Ellis  
Carly Elvendahl  
Ron & Barbara Engle  
Kathryn A Engman  
Emily Erickson  
David & Nancy Erpestad  
Sarah Evert  
Soya Ewart  
Jim Fallon  
Enyo Farabi  
Brad Kruse & Kimberly Faurot  
Abigail Fenton & Aaron Rutzick  
Jay & Sandra Fetyko  
Sandra Duclos Field  
William Fischer  
Sally Fisher  
Annika Fjestad & Heather Ferguson  
Jerry Fjerkenstad  
Marie Flanagan  
Paris Fobbe  
Kimberly Ford  
Eric Foster- Johnson  
Richard & Katharine Fournier  
Ann & William Fox  
Ron Fraboni  
Jacob Freeberg  
Marc & Keith French  
Laura Freund  
Robert Gaertner  
Peter Gaffney  
Mary Gallini  
Kristin & Gregory Garwick  
Gaughan-Bedell  
Laura & Ken Geisen  
Nathan Gerdes  
Walt Gerenz  
Connie Germann  
Ellen Mary Gibson  
Joan & Lynn Gilbertson  
Paula Gilbertson & Christina Nicholson  
Tommi Godwin  
Caryn Goldberg  
Ben Goldfarb & Nora Whalen  
Aminu Gomos  
Candida Gonzalez & Dustin Bilges  
Joshua Gramling  
Tylor Grant  
Katie Greene  
Elizabeth Grether  
Molly & Elmer Griffin  
Kari Gullixson & Shigeru Shimizu  
Eleanor Haase & Paul Sebby  
Bob Hanson & Debbie Hadas  
Cheryl Hagen & Gay Noble  
Emily Hager-Garman  
Sophie Hakala  
Chip Halbach & Patricia Larson  
Lee Hamness  
Amanda Hane  
Shirley Hanson  
Glenn Hardin & Allyson Perling  
Joel Harms  
Katherine Harrell  
Beth & Nico Harrington  
Tim Hart & Fernanda Sequeiros  
Jo Clare Hartsig  
Thraicie & Jane Hawkner  
Anna Hayet  
Heasley Family Fund//Schwab Charitable  
Virginia Hedges  
Adrian Hegeman  
Maureen Heinen  
David & Julaine Perling  
Mary Henke-Haney  
Edward Hennsen  
Megan Henry  
Patrick Herson & Mary Claire Doyle  
Maria Hidalgo  
Margaret Hinton  
Jasmyn Hinton  
Bob Hohman  
Kathleen Hollander & Rodney Johnson  
Suzy Holloway  
Linda Holt  
Jackie Hoong  
Christopher Hoppe  
Kevin Horne & Eric Gustin  
Jane Horn  
Alisa Hoven  
Alison Hoyer  
Roxie Hudak  
Ross Huelster & Anne Lynch  
Amanda Humpage  
Kurt & Kathy Hunter  
Elizabeth Hutcheson  
Ruth Hynes  
Tom Hysell  
Molly Ingebretsen  
Maja Ingeman  
Ben Jacobson  
Addi Jadin  
Mj Jamison  
Lynne & Donald Jennings  
Alia Jeraj  
Kitone Johnson  
Kaarin Johnston  
Seitu Jones  
Timothy Jordan  
Catherine Jordan Living Trust  
Jurisz Family Fund//Fidelity Charitable  
Phyllis Kahn  
Katherine Simon Frank & Richard Kain  
Jane Kalin Family Fund//Fidelity Charitable DAF  
William Karns  
Judith Katz  
Sharon & Alfred Kauth  
Donna & Steve Kelly  
Kathy Kerek  
Nicolete Khan  
Eileen Kilpatrick & Jeff Pokorney  
Joe Kinney  
Donald & Marie Klein  
Donald & Gail Kleven  
Kari Kleven  
Laura Kling  
Kathy Klink & Stephen Winckelman  
Paul Klitzke & Margaret Cavanaugh  
Lisa Knapaz & Dennis Levendowski  
Mindy Knoll  
Julie Knopp  
Mary Knudson
Rebekah Ormsby & Dave Loquist
Dennis & Turid Omseth
Jun Osaki
Charissa & David Osborn
Mark Paquette & Tamra Falk
Carol & Bradley Pass
Krista Paterson
Mary Patterson
Melissa Pawlisch & Wil Bailey
Jon Pawluk
Katie Peacock & Michael Anderson
Julia Pearlstein-Levy & Ilona Brand
Ahnya Penny
Kate Peterka
Jean & James Peterson
Michelle Pett & Eric Britt
Michelle Pett & Eric Britt Fund of the Minneapolis Foundation
Felicia Philbert
Madeleine Pinkerton
Wayne & Virginia Potratz
Cora & Christian Preston
Andrew Hartman
Scott Puhl
Jada Pulley
Mary Pumphrey
Charlie Quick
Rosa Raarup & Dan Mariska
Lynn Raarup & Allan LaValier
Diane Rackowski
Julianne Ragland
Debra Keefer Ramage
Edward Rapoport
Doris Rausch
Marcia & Richard Reardon
Beatrice Rendon
Natalie & Timothy Rice
Lilly Richard
John Riehle
April Riordan
Lisa Rivamonte
Mike Rivard
Reynaldo Rivera
Davina Roberts
Marilyn Robertson
Shaina Robinson
Tim Robinson
Christopher Rodman
Amanda Rodriguez
Sabina Rogers
Stephanie Rogers
Connor Rohwer
Mike Rollin
Phyllis-Jane Rose
Eleanor Rosenthal
Greg Rotter
Genevieve Roudane
Mary Ryan & Richard Conlin
Jean Pearson Ryan & Patrick Ryan

MN Orchestra
Frog and fox by Madeline Helling
Bunny by Sandy Spieler
Photography by Pete Talbot

Outside the MN Orchestra, puppet-creature by Gustavo Boada
WHO WE ARE

In the Heart of the Beast Puppet and Mask Theatre (HOBT) grew out of the impulse to re-imagine the world as a place that nurtures creativity, and brings people together to tell their stories through puppetry arts. Using water, flour, newspaper, paint, and limitless imagination HOBT artists and audiences explore human existence in all of its dimensions, shapes, and colors on stage and in the streets, at festivals, in classrooms, parks, gyms, and community centers. For nearly 50 years, In the Heart of the Beast has served the community with art programs that provide opportunities for people of all ages and backgrounds to experience and engage in puppet and mask-making, production, and performance.

HOBT’s programming is made possible by the voters of Minnesota through a Minnesota State Arts Board Operating Support grant, thanks to a legislative appropriation from the arts and cultural heritage fund.

HOBT’s programming is made possible by a grant provided by the Minnesota State Arts Board through an appropriation by the Minnesota State Legislature and a grant from the National Endowment for the Arts.

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