



WHERE WE ARE IN 2021

HOBT Transformation At-A-Glance

In order to ground us in the work that HOBT is doing in 2021, it's important to note the drastic shift back in January 2019, when HOBT announced that we could no longer do MayDay alone. We then began reimagining: listening, partnering to gathering community input, and using those insights to guide us into our next phase.

Photo by Caitlin Abrams/Mpls.St.Paul Magazine



ABOUT MAYDAY

- MayDay Council (MDC) formed to lead imagining a sustainable, decentralized, community-built MayDay.
- The MDC produced a document titled *Values and Affirmations* that guides HOBT's strategies and decision making.
- Reparations will be offered to a specific group of BIPOC MayDay Artists for their under-compensated emotional, creative, and physical labor (2016 to 2018)*.
 - *This originally said 2016 to 2020 but was updated on Feb 22, 2021, to represent the correct dates.

ABOUT OUR BUDGET

We have begun to use a team-based and collaborative budgeting model that moves us toward financial accountability and transparency. The FY2021 budget process required authentic co-leadership of staff, board, Free Black Dirt, and MayDay Council members.

ABOUT THE ORGANIZATION

- The HOB T Board of Directors, taking a cue from the MayDay Council and working toward a more inclusive board culture, has shifted to consensus-based decision making and BIPOC Co-Chair Leadership.
- With the MayDay Council triangulating the structure of HOB T (Council, Board, Staff) the board is moving towards horizontal power structures across the organization.
- We began to build and support new leadership models through a partnership with Free Black Dirt in the MayDay Council collaboration and a Co-Executive Director model.
- HOB T staff have been on furlough since October 2020. This was due to budgetary constraints worsened by the unexpected loss of a significant funding source. While reducing operations significantly, the remaining workload has been taken up by the Board of Directors. The board is currently working to raise the funds necessary to support staff capacity, transform MayDay, and secure the Avalon Theatre as a collective resource and cultural space on the Lake Street Corridor.

TOWARD A COHORT MODEL

Community art spaces are disappearing all over the Twin Cities, particularly art spaces that have been home to BIPOC artists, queer artists, and non-mainstream art forms. The HOB T Board of Directors seeks to hold the Avalon Theatre as a physical space for this work, guided by an Avalon Theatre Cohort of partnering arts organizations and artists.



Photo by -Bruce Silcox

2021 NEXT STEPS

- HOBT Board of Directors will continue to work to raise funds for three stages of the work to come in 2021.
- In Spring 2021 we will launch a search for co-Executive Directors, continuing our momentum towards horizontal, collaborative leadership.
- HOBT board and staff will continue to make real changes to build relationships and develop work practices that better support BIPOC board members, staff, and artists in their work.
- We will convene an inaugural Avalon Theatre Cohort.

THE VISION

Ideally, we envision HOBT and the MayDay Council as stakeholders in a group of many community stakeholders acting as decision-making partners to carry the building forward as a community artspace.

