



Annual Report

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A vertical stack of the year "2022" in a large, white, sans-serif font, positioned on the left side of the page over a background image of a lush garden with wooden decking and a modern building structure.



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Our Mission

Dovetail Partners provides authoritative information about the impacts and trade-offs of environmental decisions, including consumption choices, land use, and policy alternatives.

Our Promise

We promise to be an honest, professional partner serving your goals and needs, without judgment or agenda.

We promise to listen closely to you to help you find an inspiring and successful path forward.

We promise to empower you to confidently take that path with our expertise, connections, strategic processes, and innovative problem-solving capacities.

We build trust through reliability, collaborative relationships, and excellent work.



Letter from the President

Welcome! Thank you for taking a moment to review our Annual Report and to consider our reflections on the year past.

2022 was a year of significant growth in capacity for Dovetail Partners. As you'll see on the following pages, we added new Associates and Board Members and expanded our Staff to include additional skillsets. All of these individuals - Tamberly, Dave, Sarah, Kathleen, Maria, Kedren, Elizabeth, Paul and Kate - bring their experiences, knowledge, and passions to our work, and I am grateful for all that they are contributing to Dovetail's impact and success.

With our added capacity, we continued our practice of delivering information to inform environmental decision making and were able to branch into new topics areas - including forest and nature therapy - while continuing to monitor developments in core areas such as biochar and mass timber.

As we reached the end of 2022, the milestone appearing on the horizon for Dovetail Partners is our 20th Anniversary in 2023! It will be a special year for us, and I look forward to celebrating this accomplishment with you, and offering an invitation to view it as a time to look forward to the next 20 and more with us!

Finally, we highlight in this report our Collaborative Initiatives - Fire Adapted Communities, Forest to Tap, and the Right-of-Way Stewardship Council. So much of what we do is in collaboration with many partners, and these three efforts exemplify that core value for our team. We are grateful for the opportunity to be partners in efforts to mitigate wildfire risk, support our community connections to water resources, and contribute to a more reliable and sustainable energy system. There continues to be plenty of space to do good work!



A preview of what's to come in 2023!



A handwritten signature in blue ink that reads 'Katie'.

**Kathryn (Katie) Fernholz,
President/CEO**



Fire Adapted Communities

Dovetail Partners serves as the Fire Adapted Communities hub coordinator for the Upper Midwest and is involved in assisting with community-driven wildfire risk reduction efforts in the region. This work has supported landowner outreach and education, trainings for local fire departments on wildfire preparation and protection, and facilitating the development of Community Wildfire Protection Plans.



Right-of-Way Stewardship

The Right-of-Way Stewardship Council (ROWSC) is an accreditation program that has established standards for responsible right-of-way vegetation management along corridors. The program promotes the application of Integrated Vegetation Management (IVM) and best management practices to utility vegetation managers in order to maintain power system reliability and address ecological concerns.



Forest to Tap

Without responsibly managed forests, much of the water we need for survival would not exist. Through outreach events and educational initiatives, Forest to Tap empowers local craft breweries to lead the conversation around why healthy forests are a critical ingredient in life. Everyone deserves access to great water...and great beer.



Annual Highlights

-the year of growth-

We welcomed new team members:



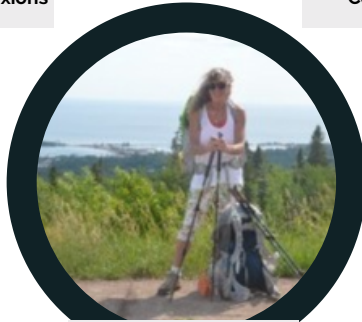
Dr. Tamberly Conway
Founder/CEO,
Conservation Conexions



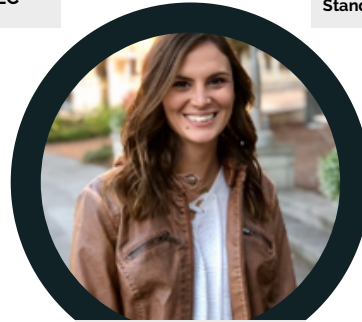
Dave Bubser
Principal, Cambium
Consulting, LLC



Sarah Harris
EcoLogic Consulting
Sustainability Certifications,
Standards, Net-Zero Goals



Kathleen Preece
Dovetail Associate; Staff
Writer



Maria Golden
Versatile Assistant

We welcomed new board members:



Kedren Dillard
Senior Vice President Of
Client Success At
Shiplely Associates



Elizabeth Woodworth
Founder Of Wood &
Company Consulting



Paul DeLong
Associate Dean For Policy
Operations, And
Engagement,



Kate Shelton
Global Responsible
Sourcing Manager At 3M

Publications & Reports

2022 Reports

Dovetail reports address a wide range of topics and issues related to sustainable forestry, responsible materials, responsible consumption, and organizational development.

[Mass Timber & Tall Wood Buildings: An Update](#)

[An Introduction to Forest & Nature Therapy](#)

[Buy Local Initiatives to Support Forests & Forest Products and Services](#)

[A Minnesota Landowner Guide to Biochar](#)

[Defining Regenerative Agriculture and the Intersection with Sustainable Forestry](#)

[Logger Engagement and Retention: Surveying what matters in a quality logging operation across the U.S.](#)

[Forest & Forest Product Carbon Benefit Graphics](#)

[The National Environmental Policy Act - A Need for Change](#)

[Biochar Use In Stormwater Management](#)

[Access the Complete Article Portfolio](#)

Publications & Reports

2022 News Releases

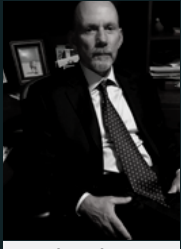
Dovetail publishes news releases regarding new publications, projects, services, additions to our team, and areas of growth and expertise.

- 12/05/2022** **Dr. Jim Bowyer addressed the Minnesota Economic Club**
- 12/09/2022** **Dovetail Partners Presents on the Circular Economy at COFFI**
- 09/08/2022** **Dovetail Partners Receives \$250,000 from USDA Forest Service to Collaborate with Impact Finance Center on the Wood Products U.S. Climate Forest Finance Initiative**
- 07/26/2022** **Dovetail Partners Welcomes Kate Shelton of 3M to the Board of Directors**
- 05/16/2022** **May Heartbeat of the Forest by Kathleen Preece**
- 05/04/2022** **Crow Wing County to Begin the Safe Route Connection Project**
- 03/16/2022** **Heartbeat of the Forest by Kathleen Preece**
- 01/31/2022** **Dovetail Partners Welcomes Georgia-Pacific Research Interns**
- 01/06/2022** **Dovetail Partners Welcomes Kathleen Preece as Associate**
- 01/05/2022** **Dovetail Partners Welcomes Sarah Harris as Associate**
- 01/05/2022** **Dovetail Partners Welcomes Dr. Tamberly Conway as Associate**
- 01/03/2022** **Dovetail Partners Welcomes Dave Bubser as Associate**
- 01/01/2022** **Dovetail Partners Welcomes New Board Members in 2022**

Our Board



Jill Koosmann
CEO, HRK Group, Inc.



Edwin Chanin
Attorney, Chanin Law Firm



Marcella Windmuller-Campione
Assistant Professor, Department
Of Forest Resources, University
Of Minnesota.



Kedren Dillard
Senior Vice President Of
Client Success At Shipley
Associates



Paul DeLong
Associate Dean For Policy,
Operations, And Engagement,
University Of Wisconsin-Madison
Division Of Extension



Elizabeth Woodworth
Founder Of Wood & Company
Consulting



Kate Shelton
Global Responsible Sourcing
Manager At 3M

Our Staff



Kathryn Fernholz
President, CEO
Forest Certification, Responsible
Land Management, Sustainable
Sourcing.



Maria Golden
Versatile Assistant
Project Management,
Administrative



Gloria Erickson
Community Wildfire
Project Manager
Wildfire Mitigation,
Community Planning



Ashley Aukes
Communication And
Design Manager
Marketing, Graphic Design,
Public Relations

Our Associates



Dr. Jim Bowyer
Senior Contributor
Environmental Life-Cycle
Assessment, Forest Products



Dr. Ed Pepke
Dovetail Associate
International Timber Trade,
Policy Analysis



Harry Groot
Dovetail Associate
Forest Products,
Cooperatives, Biochar



Mark Jacobs
Dovetail Associate
Land Management, Forest
Certification, Wildlife Habitat



Dr. Tamberly Conway
Dovetail Associate;
Founder/CEO, Conservation
Conexions
Forest Therapy, Human Dimensions In
Natural Resources



Dave Bubser
Dovetail Associate; Principal,
Cambium Consulting, LLC
Sustainable Management Of Natural
Resources



Kathleen Preece
Dovetail Associate; Staff
Writer
Communications, Forests, People



Sarah Harris
Dovetail Associate; Ecologic Consulting
Sustainability Certifications, Standards, Net-Zero
Goals

Our Team

Additional Support from:

Jesse Wilson,
Communications Designer

Dave Baldwin,
Creative Designer

Vital Systems, Inc.,
Accounting

Our

2022

Interns

Dovetail offers internship opportunities year-round, in partnership with various colleges and universities, and with flexibility in timing, duration, and other considerations to best fit individual needs and interests.

Undergraduate and Graduate students, recent grads, and those with an interest in Dovetail's work are invited to contact us for more information about current opportunities. Intern projects are designed to help meet course or credit requirements whenever possible. Dovetail interns contribute directly to the success of specific projects and programs.



Eliza Meyer

Josh Wink

Anna Durall

Steven Immel

Kiwa Anisman

Financial Statement

For the year ending December 31, 2022

ASSETS	
Current Assets:	
Cash	\$580,225
Grants and Contracts Receivable	147,729
Prepaid Insurance	8,573
Total Current Assets	736,527
Property and Equipment - Net	5,630
TOTAL ASSETS	\$742,157

LIABILITIES AND NET ASSETS	
Current Liabilities:	
Accounts Payable	\$53,342
Accrued Wages and Payroll Taxes	9,544
Total Current Liabilities	62,886
Net Assets - Without Donor Restrictions	679,271
TOTAL LIABILITIES AND NET ASSETS	\$742,157

Financial Statement

For the year ending December 31, 2022

Statements of Cash Flows

Increase (Decrease) in Cash	
Cash Flows from Operating Activities:	
Change in Net Assets	\$13,137
Adjustments to Reconcile Change in Net Assets to Net Cash	
Provided (Used) by Operating Activities	
Depreciation Expense	2,909
Increase in Current Liabilities:	
Accounts Payable	22,881
Accrued Wages and Payroll Taxes	(489)
Decreases in Current Assets:	
Prepaid Insurance	(496)
Grants and Contracts Receivable	98,047
Net Cash Provided by Operating Activities	135,989
Cash Flows from Investing Activities: None	-
Cash Flows from Financing Activities: None	-
Net Increase in Cash	135,989
Cash - Beginning of Year	444,236
Cash - End of Year	\$580,225

Financial Statement

For the year ending December 31, 2022

Statement of Functional Expense

	Total Program Services	Management & General	Fund- raising	Total Support Services	Total All Services
Expenses					
Salaries	\$165,401	\$26,222	\$10,085	\$36,307	\$201,708
Payroll Taxes	11,154	1,768	680	2,448	13,602
Total Personnel Costs	176,555	27,990	10,765	38,755	215,310
Consulting	304,309	-	-	-	304,309
Staff Mileage and Travel	17,785	-	-	-	17,785
Telephone and Internet	13,444	2,131	820	2,951	16,395
Occupancy	10,330	1,638	630	2,268	12,598
Insurance	9,800	1,554	598	2,152	11,952
Professional Fees	-	9,613	-	9,613	9,613
Miscellaneous	4,827	765	294	1,059	5,886
Dues and Subscriptions	2,590	-	-	-	2,590
Grant Expenses	2,078	-	-	-	2,078
Office Supplies	611	97	37	134	745
Printing and Copying	400	63	24	87	487
Depreciation	2,386	378	145	523	2,909
Total Expense	\$545,115	\$44,229	\$13,313	\$57,542	\$602,657

Financial Statement

For the year ending December 31, 2022

Statements of Activities

	Without Donor Restrictions	With Donor Restrictions	Total
Support and Revenue:			
Contributions of Financial Assets	\$18,959	\$-	\$18,959
Fees for Service	596,694	-	596,694
Miscellaneous Income	141	-	141
Net Assets Released from Restrictions:			
Satisfaction of Purpose Restrictions	-	-	-
Total Support and Revenue	615,794	-	615,794
Expense:			
Program Services	545,115	-	545,115
Support Services:			
Management and General	44,229	-	44,229
Fundraising	13,313	-	13,313
Total Support Services	57,542	-	57,542
Total Expense	602,657	-	602,657
Change in Net Assets	13,137	-	13,137
Net Assets - Beginning of Year	666,134	-	666,134
Net Assets - End of Year	\$679,271	\$-	\$679,271

Thank You

The team at Dovetail Partners would like to thank the individuals, organizations, and businesses that have contributed financially to support our organization!



Dovetail Partners is a 501(c)(3) non-profit organization (Tax ID EIN: 52-2419510)
<https://www.givemn.org/organization/Dovetailpartners>



Phone Number

+1 (612) 333-0430



Address

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Website

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