



Dovetail Partners

2023 ANNUAL REPORT

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OUR MISSION

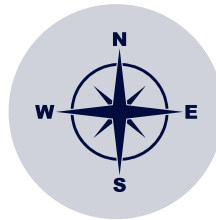


Dovetail Partners provides authoritative information about the impacts and tradeoffs of environmental decisions, including consumption choices, land use, and policy alternatives.

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



20 years! In 2023, Dovetail enjoyed the opportunity to celebrate 20 years since our creation. Dovetail was officially incorporated on November 25, 2003.

Over the past 20 years, Dovetail has produced over 300 reports, articles, and communication pieces addressing topics covering green building, renewable energy, carbon markets, sustainable forestry, ecosystem services, water resources, responsible business practices, and much more. They are all accessible at our website, and we are grateful for the stories we hear about how the information is being put to use. As one reader recently told us, *"Your report on biochar use in viticulture was foundational for my company, and I recommend it to all of my clients."* - E. Mayer

Dovetail has also hosted and been part of the career journey for over 100 interns over the past two decades. In honor of our anniversary, we invited input and received testimonials from interns who shared some ways in which Dovetail has impacted their career and personal path:

"I was drawn to Dovetail Partners because I had the privilege of having Dr. Jim Bowyer as professor and the course he taught (along with his integrity and passion) had such a lasting impact on me—it really opened my young eyes. I absolutely love and believe in the mission of Dovetail Partners and the staff has always been exceptionally talented and knowledgeable. I currently work in reviewing Environmental Assessments and Environmental Impact Statements and serve on the local Natural Resources Commission. I am very grateful for the opportunity to participate and contribute with such an amazing globally important organization." - P.F, Dovetail Intern 2012.

"I loved being an intern at Dovetail while I was an undergrad pursuing my architecture degree and sustainability minor. Dovetail helped me get a further internship opportunity and really had a large impact on my fledgling architecture career! I was and remain incredibly grateful." - A.T, Dovetail Intern 2013.

"Dovetail has always been a supremely knowledgeable and supportive resource in the ~7 years that we've been connected since my internship - connecting me with appropriate resources and guidance and providing insight to people in my network - providing a very broad range of natural resource topics. I currently work for the US Forest Service." - L.K, Dovetail Intern 2015.

"I was lucky enough to land a research internship with Dovetail my first year attending the University and was guided through a semester-long research project exploring urban greening & equity with so much encouragement, thoughtful feedback, and technical guidance. I even published my research in an undergraduate research journal, which has been a big resume highlight. My time at Dovetail provided personal and professional resources and it was a foundational stepping stone in my college and professional career." - A.S, Dovetail Intern 2020.

Thank you to everyone who has been and continues to be part of Dovetail's work over the past 20 years. We look forward to all the future holds for our partnerships and working together to create the change we want to see in the world!



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



20TH ANNIVERSARY Reflections

By: Steve Bratkovich



It was a dark and stormy night....(not really....but it was dark!).

Somewhere around the year 2000, a University of Minnesota PhD candidate in the Department of Wood and Paper Science (now called the Department of Bioproducts and Biosystems Engineering) and I taught an evening workshop to a group of forest industry leaders. The late autumn workshop was held in Kaufert Laboratory on the Saint Paul campus of the UMN.

When the workshop ended around 9 PM, we all headed to our cars. I was conveniently parked just outside Kaufert Lab but the graduate student was parked across campus at a remote lot. I offered, and the student readily accepted, to drive the student to his car.

The two of us hopped into my truck and drove across the dark campus. When we arrived at his vehicle, the two of us sat in the pick-up and discussed the workshop – basically a de-briefing of the evening's events. Eventually the conversation turned from the workshop to an 'idea' the graduate student had. He talked about his belief in, and opportunity for, a Minnesota-based nonprofit focused on forestry, forest products, and other environmental issues. The graduate student was Jeff Howe and the nonprofit he envisioned became Dovetail Partners.

This was my first 'encounter' with Dovetail Partners. And a few years later, with a newly minted PhD under his belt, Dr. Howe brought form to the idea he shared with me on that night a few years prior.

Since those first beginnings in 2003, Dovetail Partners has extended its reach across the U.S. and throughout the world. Many leaders in various natural resources fields consider it to be, and consistent with the mission of Dovetail, a source of accurate information about environmental topics and issues.

The novelist Nicholas Sparks said in *A Walk to Remember*, "...I knew the memory would last forever." Well, my first memory of Dovetail is forever etched in my brain.

FIRST SCORE CLUB

2023 was a big milestone for Dovetail Partners – it was our 20th Anniversary! A big thank you to the individuals and organizations who responded to our invitation to join Dovetail's First Score Club! We are grateful for your support and look forward to continuing the journey together.

Special thanks and much gratitude to:

Members

- Cheryl Adams
- A William Boehner
- Steve & Janet Bratkovich
- Mike Carroll
- Ed Chanin
- Alicia Cramer
- Paul DeLong
- Kedren Dillard
- Carmen & Sally Fernholz, A-Frame Farm
- Kay & Annette Fernholz, Eartrise Farm
- Patrick de Freitas
- Heather Himler
- Mark Jacobs
- Jonathon Kemske
- Tom & Mary Kroll, Kroll Consulting Forestry, LLC.
- Shawn Markham
- Jim Marshall
- Thomas McLain
- Gerry Mich
- Norm Moody
- Norman Murray
- Pierce Cedar Creek Institute
- Doug Rau
- Robert Scheierl
- Bruce Schoenberg
- Beth Waterhouse
- Robert Westfall
- Adam Zoet

Champions

- Jim & Ruth Bowyer
- John Bradfield, Dedicated to My fellow Wood Science Graduates and my Professors at NC State University 1977-1982
- Martha and Colin Moseley
- Cassie Phillips
- Elizabeth and Erik Woodworth

Leaders

- CNUC
- Domtar
- Jill & Charles Koosmann

Legends

- Georgia-Pacific

..and additional Anonymous Donors.

COLLABORATIVE INITIATIVES



Right-of-Way Stewardship Council

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. The ROWSC launched a 12-month standards review in 2023. Accredited ROW Steward Utilities were recognized at the Trees & Utilities Conference in Pennsylvania. Learn more [here](#).



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. As of 2023, there are 7 local breweries participating in Northern Minnesota. Everyone deserves access to great water...and great beer.



Fire Adapted Communities

Dovetail Partners serves as the Fire Adapted Communities 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. Fourteen different activities were held in 2023, ranging from Firewise demonstrations to chainsaw safety classes to webinars. Learn more [here](#).



A YEAR OF CELEBRATION & GROWTH



This year we celebrated Dovetail Partner's 20th anniversary with seasonal anniversary logos, flashback Fridays, and even a reflection piece written by one of our first associates. Cheers to 20 years!

We welcomed new staff members!

Eliza Meyer



Eliza Meyer joined Dovetail as a project director, where she oversees projects, the Right-of-Stewardship Council, and the Women's Forest Congress.

Maria Golden



Maria Golden joined Dovetail as a project manager, where she oversees projects, communications, designs infographics and reports.

2023 REPORTS

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

[Old growth forests: How much is enough?](#)

[LEED v4.1: Understanding the Changes and Implications for Wood Use](#)

[Mass Timber Report Update](#)

[Carbon Capture Technologies and Natural Climate Solutions: 1+1 = 3](#)

[Biochar Factsheets for Landowners](#)

[ESG 101: Information for the Forest and Wood Products Sector](#)

[The Economic Importance of Credible Bamboo Certification in China](#)

[Deforestation: Definitions, Trends, and Policies for Forests and Forest Products](#)

[Ongoing Biochar Research: Into Ecological and Economically Sustainable Applications in Small and Mid-size Managed Ecosystems](#)

[Access the Complete Article Portfolio](#)

2023 NEWS RELEASES & GUEST ARTICLES

American Hardwood Export Council has Commissioned Dovetail Partners for Independent Jurisdictional Risk Assessments of 33 Hardwood Producing States

Dovetail Partners contributes to Forest Products Annual Market Review 2022-2023

U.S. Endowment for Forestry and Communities Provides Support for Dovetail Partners and Cambium Consulting to Explore the Potential Effects of an Expanding Forest Carbon Market

Forestry and Wildlife Managers Collaborate on 'Best Practices' for Endangered Species

Circularity Concepts in Wood Construction

Biochar Factsheets and Application Guide Available from the Great Plains Biochar Initiative

Oshkigin Spirit of Fire is officially selected for the Inaugural End of the Road Film Festival

2023 GUEST ARTICLES

Workplace Well-Being: Wellness, Struggle, and Where to Start
By: Michelle Doerr, Anavah Consulting, LLC

Units in Forest Carbon Numbers: A Primer
Matt Russell, President and CEO, Arbor Custom Analytics LLC

Moving Forward with Eco-Anxiety: Acknowledge, Adapt, and Advance
By: Michelle Doerr, Anavah Consulting, LLC

Climate Smart Forestry: A Trend to Watch?
Anne Clawson, Cascade Advisory



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
Project Manager
Communications, Administrations, Design



Gloria Erickson
Community Wildfire Project Manager
Wildfire Mitigation, Community Planning



Eliza Meyer
Project Director
Human/Environment Relationships, Project Implementation

Additional Support from:

Jesse Wilson,
Communications Designer

Dave Baldwin,
Creative Designer

Vital Systems, Inc.,
Accounting

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



Jackie Keegan
Dovetail Intern
Environmental Justice & Agriculture



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

Financial Statement

For the year ending December 31, 2023

ASSETS	
Current Assets:	
Cash and Cash Equivalents	\$646,518
Grants and Contracts Receivable	273,404
Prepaid Expenses	8,999
Total Current Assets	928,921
Property and Equipment - Net	2,980
TOTAL ASSETS	\$931,901

LIABILITIES AND NET ASSETS	
Current Liabilities:	
Accounts Payable	\$151,667
Accrued Wages and Payroll Taxes	18,375
Total Current Liabilities	170,042
Net Assets - Without Donor Restrictions	761,859
TOTAL LIABILITIES AND NET ASSETS	\$931,901

Financial Statement

For the year ending December 31, 2023

Statements of Cash Flows

Increase (Decrease) in Cash	
Cash Flows from Operating Activities:	
Change in Net Assets	\$82,588
Adjustments to Reconcile Change in Net Assets to Net Cash	
Provided (Used) by Operating Activities	
Depreciation Expense	2,650
Increase in Current Liabilities:	
Accounts Payable	98,325
Accrued Wages and Payroll Taxes	8,831
Decreases in Current Assets:	
Grants and Contracts Receivable	(125,675)
Prepaid Expenses	(426)
Net Cash Provided by Operating Activities	66,293
Cash Flows from Investing Activities: None	-
Cash Flows from Financing Activities: None	-
Net Increase in Cash and Cash Equivalents	66,293
Cash and Cash Equivalents - Beginning of Year	580,225
Cash and Cash Equivalents - End of Year	\$646,518

Financial Statement

For the year ending December 31, 2023
Statement of Functional Expense

	Total Program Services	Management & General	Fund- raising	Total Support Services	Total All Services
Expenses					
Salaries	\$199,889	\$31,690	\$12,188	\$43,878	\$243,767
Payroll Taxes	17,070	2,706	1,041	3,747	20,817
Total Personnel Costs	216,959	34,396	13,229	47,625	264,584
Consulting	353,958	-	-	-	353,958
Staff Mileage and Travel	26,524	-	-	-	26,524
Insurance	9,914	1,572	604	2,176	12,090
Occupancy	9,645	1,529	588	2,117	11,762
Professional Fees	-	10,345	-	10,345	10,345
Miscellaneous	6,689	1,061	408	1,469	8,158
Telephone and Internet	4,275	678	261	939	5,214
Dues and Subscriptions	2,971	-	-	-	2,971
Grant Expenses	2,268	-	-	-	2,268
Office Supplies	927	147	56	203	1,130
Printing and Copying	662	105	40	145	807
Depreciation	2,173	344	133	477	2,650
Total Expense	\$636,965	\$50,177	\$15,319	\$65,496	\$702,461

Financial Statement

For the year ending December 31, 2023
Statements of Activities

	Without Donor Restrictions	With Donor Restrictions	Total
Support and Revenue:			
Contributions of Financial Assets	\$15,324	\$20,000	\$35,324
Fees for Service	738,337	-	738,337
Interest Income	10,552	-	10,552
Miscellaneous Income	836	-	836
Net Assets Released from Restrictions:			
Satisfaction of Purpose Restrictions	20,000	(20,000)	-
Total Support and Revenue	785,049	-	785,049
Expense:			
Program Services	636,965	-	636,965
Support Services:			
Management and General	50,177	-	50,177
Fundraising	15,319	-	15,319
Total Support Services	65,496	-	65,496
Total Expense	702,461	-	702,461
Change in Net Assets	82,588	-	82,588
Net Assets - Beginning of Year	679,271	-	679,271
Net Assets - End of Year	\$761,859	\$-	\$761,859

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>

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