



**Dovetail Partners**

# 2024 ANNUAL REPORT

528 Hennepin Ave., Suite 303  
Minneapolis, MN 55403 USA  
[www.dovetailinc.org](http://www.dovetailinc.org)  
+1 (612) 333-0430



# TABLE OF CONTENTS

|  |           |
|--|-----------|
| <b>Mission Statement.....</b>  | <b>3</b>  |
| <b>2024 Dovetail Team Retreat.....</b>                               | <b>4</b>  |
| <b>Letter from the President.....</b>                                | <b>5</b>  |
| <b>Collaborative Initiatives.....</b>                                | <b>6</b>  |
| Fire Adapted Communities   |           |
| Right-of-Way Stewardship Council                                     |           |
| Forest to Tap  |           |
| Inclusion Council  |           |
| Women's Forest Congress  |           |
| <b>Annual Highlights.....</b>  | <b>7</b>  |
| <b>Publications.....</b>   | <b>8</b>  |
| Reports  |           |
| <b>News Releases.....</b>  | <b>9</b>  |
| News   |           |
| Infographics   |           |
| <b>Guest Speakers.....</b>   | <b>14</b> |
| <b>Dovetail Board Members, Staff, Associates, &amp; Interns.....</b> | <b>15</b> |
| <b>Financial Statements.....</b>                                     | <b>17</b> |
| <b>Sponsors &amp; Supporters.....</b>                                | <b>21</b> |
| Thank you!   |           |

# OUR MISSION

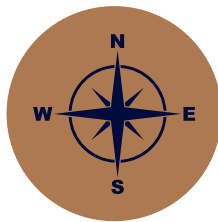


Dovetail Partners provides authoritative information about the impacts and tradeoffs of environmental decisions, including consumption choices, land use, and policy alternatives.

# OUR PROMISE



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



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



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



# 2024 DOVETAIL TEAM RETREAT



## Heartbeat of the Forest by Kathleen Preece

*"à Refaire" (let's do it again)*

We've been the 'Dovetail Team' for many years now. In fact, Dovetail celebrated a 20-year anniversary in 2023. To be honest, in recent years team members have been 'two-dimensional' – many of us never having met face-to-face despite the intense collaboration we share on projects. Our respective offices are nestled into many corners of the world: the bays of California, the mountains of Vermont, the boreal forests of the northern Midwest, the hills of France. We meet monthly, virtually, separated by computer screens.

With each virtual meeting we 'dovetail' on projects via the insights and direction of President Katie and our board of directors. We have collaborated on topics related to trade policy, workforce needs, bioenergy, old-growth forests, carbon markets, regenerative agriculture, green building, and many other issues.

But virtual became reality in August 2024 when the Dovetail team convened for a retreat, in person, along the shores of a northern Minnesota lake in the Superior National Forest. The intent for getting together was to do some strategic planning.

We did some of that. But the agenda was punctuated by laughter and sweat, and cabin-cooked meals, and gatherings around a bonfire, early morning canoe paddles, late-night loon music – and face-to-face conversations. We became three-dimensional for three days.

**[To read the full article click here!](#)**





# LETTER FROM THE PRESIDENT



What a difference a year makes. Twelve short months ago this annual letter reflected on the Dovetail team celebration of 20 years since our founding. We looked back at the more than 300 reports, articles, and communication pieces we've distributed, the more than 100 internships we've hosted, and our many partnerships, colleagues, and supporters that have done this work with us.

Today, I reflect on 2024, live in 2025, and look forward to 2026. The annual cycle is important for me. My father will often say that over a lifetime a farmer gets maybe 40 or 50 growing seasons to figure out how to do things. Foresters know that over a career you may only get a handful of opportunities to guide the outcomes for the stands of trees you care for. Carrying forward what we learn from season to season, year to year, and from practitioner to practitioner is essential to ensuring our work isn't alone and our progress isn't lost.

At this moment, in the Dovetail team, we reflect on where to begin. No matter how great the challenge, there is always a place to start. We consider three guiding principles in this reflection. One, we go local. We may not be able to address everything, everywhere, all at once – but we can always do work in our backyards, with our neighbors, and where our roots run deep. Two, we collaborate. We may not have all the answers, but we know that others will have more to add to ours and together we'll go further. Three, we carry forward the work of those before us and create space for those who will do their work after us. The goal has never been to finish but to sustain and nurture.

Everything important in life is multi-generational. When we honor these cycles we allow power, love, and change to grow. Thank you to everyone who has been, is, and will be part of Dovetail's work. We are grateful and look forward to all the future holds for our partnerships and the work we will do together to create the change we want to see in the world!



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

# 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, including two additional utilities that were accredited in 2023. Learn more [here](#).



## Women's Forest Congress

The Women's Forest Congress is a forum to develop strategies and solutions for forests through a female lens. Women throughout the forest space have come together to share personal and professional experiences, connect with other women in the sector, shape the latest innovations, and consider how actions informed by the female perspective can make a profound impact on the future of forests. The Inaugural Women's Forest Congress took place October 17-20, 2022 in Minneapolis, Minnesota. 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 8 local breweries participating in Northern Minnesota. An annual tree seedling distribution hands out thousands of tree seedlings at breweries each year around Arbor Day. 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](#).



## Inclusion Council

Inclusion Council fosters inclusive workplaces, empowers sustainable practices, and drives an equitable future in the forest and wood products sector. The U.S. forest and wood products sector has sector-wide capacity to provide welcoming workplaces, support a successful existing and prospective workforce, and ensure everyone feels valued, safe, and empowered to contribute to sustainable forestry practices. Our mission is to implement our Strategic Framework and build partnerships in order to accomplish our vision within the US forests and wood products sector. Learn more [here](#).



# A YEAR OF GROWTH

**We welcomed new staff members & Associates!**



**Teresa Floberg**  
**Project Director**



**Grace Simmons**  
**Program Assistant**



**Nia Becker**  
**CPI Associate**



**Steven Immel**  
**CPI Associate**



**Michael Snyder**  
**Dovetail Associate**



**Amy Doty**  
**Dovetail Associate**



# 2024 REPORTS

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



## **Do You Export to Europe?** **Urgent Attention to EUDR Needed**

Jim Bowyer and Sarah Harris



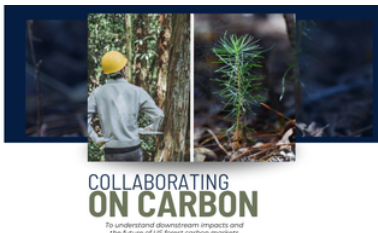
## **EUDR & the European Forest Industry**

Ed Pepke, Ph.D., Kathryn Fernholz, and Sarah Harris



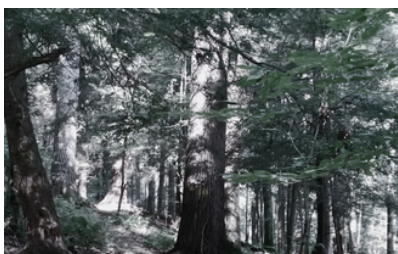
## **How Voluntary Certification Systems Support the Forest and Wood Products Industry with EUDR Compliance**

Sarah Harris, Ed Pepke, Ph.D., Kathryn Fernholz, Kathleen Preece, Dave Bubser, Teresa Floberg, & Harry Groot



## **Collaborating on Carbon**

Dave Bubser, Cambium Consulting, and Kathryn Fernholz and Eliza Meyer, Dovetail Partners



## **Old Growth Report: Guest Responses**

Marcella Windmuller-Campione, Dr. Alexander Evans, Dave Atkins, Joseph Vaughn



## **Workforce Needs & Challenges in the U.S. Forest and Wood Products Sector**

Kathryn Fernholz, Eliza Meyer, Harry Groot, Sarah Harris, and Kedren Dillard of Dovetail Partners; and Delie Wilkens, Program Officer, of the U.S. Endowment for Forestry and Communities; and Bethaney Wilkinson, Inclusion Council Experience Lead

**[Access the Complete Article Portfolio](#)**

# 2024 NEWS RELEASES

## Presentations & Conferences

Kathryn Fernholz to Present at SPC Impact 2024 in New Orleans on April 3rd

Kathryn Fernholz to Present on a Panel at the International Mass Timber Conference on March 28th

Join Dovetail's Maria Golden at the 2024 SFI Annual Conference

Kathryn Fernholz to Present at the 2024 National Conference of Private Forest Landowners

Join Dovetail at the first NYC Climate Week Event

Join Dovetail Partners at the 2024 AISES National Conference in San Antonio, Texas

## Workshops & Programs

SFI Fire Resilience and Awareness Virtual Workshop on February 5th

Collaborating on Carbon Workshop

Community Partners Initiative (CPI)

## News Releases

Role of Biochars in Climate Mitigation

Concept Paper Examines Forest Carbon Market Impact on Forest-Dependent Communities and Forest Health

Rooted in the Future Video

Ecological & Environmental Identity: Strategies for Building Community and Mitigating Conflict

Do You Export to Europe? Urgent Attention to EUDR Needed

Recording Available for Panel held on March 27

The U.S. Endowment for Forestry and Communities Initiates the Steps for a National Forest System Land Regional Risk Assessment

May Heartbeat of the Forest by Kathleen Preece

New March Strategies to Conduct a Regional Risk Assessment for the Primary Biomass Sourcing Region in the US

Collaborative Wildfire Risk Reduction Program invests \$10 Million in Two projects on the Superior NF to Expand Work to Confront the Wildfire Crisis as part of Investing in America Agenda

October Heartbeat of the Forest by Kathleen Preece

Dovetail represented on 9th American Forest Congress Sustainable Forest Products Working Group

30-Day Public Stakeholder Consultation for Sustainable Biomass Program (SBP) Regional Risk Assessment (RRA) of Primary Biomass Sourcing Regions of the United States

Sourcing Biomass Feedstock from US National Forests

# 2024 INFOGRAPHICS

## LEED v4.1 Infographic



### The MARKET for LEED

- Over 13,500 LEED v4.1 projects registered globally
  - 72% in the US
  - 5% in Canada
- Up to 12 points awarded related to wood product choices

### Supporting YOUR Customers

- Offer mass timber products, and used/salvaged material for project structures and/or enclosures (MRc2, 1-2 points)
- Develop or update product category rules, EPDs, LCAs for products (MRc2, 1-2 points)
- Offer certified wood (ATFS, FSC, PEFC, SFI) and/or products with certified recycled content (MRc3, 1-2 points)
- Provide chemical disclosures and verified minimization of harmful content or 3rd party verified/published manufacture inventory (MRc4, 1-2 points)
- Provide a market for salvaged wood for fuel use (MRc5, 1-2 points)

### LEED v5

**LEED v5 has an opportunity to recognize the multiple benefits of wood as a construction material:**

- Recognition for embodied carbon reductions (equivalent to avoiding 1 barrel of oil per square meter of mass timber construction) + mitigating climate change, enhancing forest health and resiliency, contributing to managing wildlife risks and impacts, and many other ecological, economic and social benefits.
- Enabling mass timber projects to earn points for 20% reduction of global warming potential (GWP)

*Dovetail encourages your participation in the draft consultation. Info and upcoming events are posted here: <https://www.usgbc.org/leed/v5>.*



## Old Growth Forests: How much is enough? - Key Takeaways

Jan 2024



### Old Growth Forests: How much is enough?

#### EFFORTS TO EXPAND OLD GROWTH

There are ongoing efforts in the US, EU, and other regions to identify primary, old growth, and mature forests with consideration of their sustainability and protection. Management actions can favor the development of these structures and components through retention of older trees (i.e., legacy trees), reducing the impact of roads and other human impacts, and retaining logs and other forms of deadwood in the forest.

#### DIVERSE OUTLOOKS

The question of "What is old growth?" holds many definitions depending upon the scientific, cultural, and policy lenses that are applied.

#### WHAT IS OLD GROWTH?

In the US, old growth is defined as "dynamic systems distinguished by old trees and related structural attributes... encompass the later stages of stand development that typically differ from earlier stages in a variety of characteristics, which may include tree size, accumulations of large dead woody material, number of canopy layers, species composition, and ecosystem function...[and] are distinguished by their ecosystem services and social, cultural, and economic values. "

#### WHAT IS OLD GROWTH?

The EU defines old growth forest as a "forest stand or area consisting of native tree species that have developed, predominantly through natural processes, structures and dynamics normally associated with late-seral development phases in primary or undisturbed forests of the same type. Signs of formal human activities may be visible, but they are gradually disappearing or are too limited to significantly disturb natural processes".

#### WHY IS OLD GROWTH UNNECESSARY?

Innovations in forest management not only yield technically consistent engineered products, minimize wood waste, and enhance the economic competitiveness of the industry. They also prompt adaptation in the forest products sector to focus on smaller diameter trees, thus rendering the processing of larger diameter logs from old growth trees unfeasible.

#### WHY IS OLD GROWTH NECESSARY?

Old growth forests play a crucial role in safeguarding unique biodiversity, supporting plant and animal habitats, preserving genetic diversity, serving as valuable carbon sinks, contributing to climate change mitigation, and holding social and cultural significance.

#### PROTECTION OF OLD GROWTH

The protection and conservation of forests necessitate the collaboration and engagement of diverse individuals, communities, and interests. Through effective management, the establishment of secondary old growth forests becomes feasible thus, over time, offering the attributes and benefits associated with traditional old growth forests.

To Read the full Report...



Designed by: Maria Golden

# 2024 INFOGRAPHICS

## Workforce Needs Infographic



### THE US FOREST AND WOOD PRODUCTS SECTOR IS A **SIGNIFICANT** EMPLOYER AND CONTRIBUTOR TO THE ECONOMY:

In 32 major forested states, the forest and wood products sector:



- \* supports a workforce of nearly **three million people** (~\$128 billion in payroll)

- \* represents **6% to as high as 20%** of GDP across these states

### WORKFORCE CHANGES AND CHALLENGES:

Employment in the forest sector has been declining for more than a decade due to mill closures, economic conditions, changes in technology and automation

- \* **Women make up 47%** of the total US workforce but only **17%** of wood products manufacturing jobs

- \* **Potential annual employment need** for the forest and wood products sector is projected to be **>50k people annually** over the next five years



- \* **median age** in the forests and wood products sector is up to **19% higher** than the average in the total US workforce

- \* **Near-term and future growth opportunities** in the sector (innovation and product development): **mass timber, biochar, bioenergy, and ecosystem services markets**

### THE VALUE OF DIVERSITY, EQUITY, AND INCLUSION:

Analysis of companies reveals a statistically significant connection between diversity and financial performance:



- \* Companies that ranked in the top 25% for racial/ethnic diversity are **30% more likely** to have financial returns above their respective national industry median.



- \* Companies that ranked in the top 25% for gender diversity are **15% more likely** to have financial returns above their respective national industry median.

### EFFECTIVE WORKFORCE STRATEGIES IN THE FOREST AND WOOD PRODUCTS SECTOR:

#### FOR RECRUITMENT:

Create greater forestry career awareness through a range of initiatives that reach wide-ranging audiences (scholarships, awards, internships, social media storytelling, community engagement, teaching opportunities at middle and high schools, job fairs and educational events).



"A thriving forest and wood products sector is dependent on a wide array of talent, and the sector needs to have the ability to recruit, retain, and develop leadership across all workforce segments."

#### FOR LEADERSHIP DEVELOPMENT:

Commit to creating and maintaining an equitable work environment, providing each employee with the necessary education, tools, and opportunities to thrive and succeed.

#### FOR RETENTION:

Embrace and encourage individuality where all employees feel included and comfortable sharing their ideas and perspectives.



Designed by: Sarah Harris and Maria Golden

Read the full Report

\*Data sources can be found in the report

August 2024

## Biochar in Viticulture Infographic

### BIOCHAR IN VITICULTURE MARKET AND RESEARCH INSIGHTS FOR GRAPE GROWERS AND BIOCHAR PRODUCERS



The work upon which this project is based was funded in whole or in part through a grant awarded by USDA Forest Service Wood Innovations (20-DG-11083150-011). USDA is an equal opportunity provider, employer, and lender.

#### SUMMARY OF BIOCHAR BENEFITS

| Soil Functions   | Water Quality  | Biomass Upcycling  | Potential Longevity  |
|--|--|--|--|
| Increases Infiltration/Retention<br>Increases CEC/AEC (up to 50%)<br>Increases Microbial Activity<br>Balances pH<br>Decreases Bulk Density | Intercept/Absorb/Assimilate<br>Nutrients/Heavy Metals/Hydrocarbon<br>Enormous Surface Area | Biomass Waste (Manures)<br>Cropped Biomass Flexibility<br>Cost Effective Adsorbent | Short Term Soil Organic Carbon (1-5 years)<br>Long Term Soil Organic Carbon (100's of Years) |

### PROJECT OVERVIEW

The project explored the potential for using biochar in three applications: Viticulture, Livestock and Poultry, and Stormwater Management.

#### The process used was to:

- Interview experienced users
- Review relevant published scientific research
- Analyze needs of users and other market data
- Provide educational outreach (Webinars & Reports)

### REPORT HIGHLIGHTS

Biochar has been successfully used in viticulture to boost productivity through improved plant and soil health without negative effects to the grape or wine flavor

There is a large body of research supporting the application of biochar in viticulture specifically, as well as in soils and compost generally.

There are many suppliers of biochar in the major grape growing regions of the US.

### \$2000/ACRE

The most current and applicable exploration of costs was published by the Sonoma Ecology Center at establishment, where the return on investment was fulfilled after the first growing season

### \$7,000 per acre

for the biochar alone at the rate of **10 tons per acre.**

If the lifespan of the product and its benefits are long-term, it can be worth it if one application provides

**benefits over 20 years** of a vineyard's life.

### increasing water retention by 23%

as it provides the additional benefit to the growers from both phytosanitation and disposal aspects.

INFORMATION PRODUCED WITH INPUT FROM THESE AUTHORS:

Kathleen Draper, Chair, International Biochar Initiative  
Harry Groot, Dovetail Partners  
Ashley McFarland, Dovetail Partners  
Tom Miles, Chair, US Biochar Initiative

Webinar Recorded: January 22nd, 2022





# 2024 INFOGRAPHICS

## Biochar Use with Livestock and Poultry Infographic

### BIOCHAR USE WITH LIVESTOCK AND POULTRY

RESEARCH AND MARKET INSIGHTS FOR LIVESTOCK PRODUCERS AND BIOCHAR PRODUCERS



The work upon which this project is based was funded in whole or in part through a grant awarded by USDA Forest Service Wood Innovations (20-DG-11083150-011). USDA is an equal opportunity provider, employer, and lender.

#### SUMMARY OF BIOCHAR BENEFITS

##### Soil Functions

Increases Infiltration/Retention  
Increases CEC/AEC (up to 50%)  
Increases Microbial Activity  
Balances pH  
Decreases Bulk Density

##### Water Quality

Intercept/Absorb/Assimilate  
Nutrients/Heavy  
Metals/Hydrocarbon  
Enormous Surface Area

##### Biomass Upcycling

Biomass Waste (Manures)  
Cropped Biomass Flexibility  
Cost Effective Adsorbent

##### Potential Longevity

Short Term Soil Organic Carbon  
(1-5 years)  
Long Term Soil Organic Carbon  
(100's of Years)

### PROJECT OVERVIEW

Provide the research and practical experiences in support of biochar's benefits

For herd and flock managers specifically, addressing the questions of how best to take advantage of biochar with your livestock

Provides biochar producers guidance on how to serve the livestock market effectively

### REPORT HIGHLIGHTS

Using biochar as a feed additive is widespread in Europe; its use has been limited in the US due to the FDA's feed additive regulations, but current research efforts and state level approvals have opened both pilot-level and production use.



**1.5 million tons** of biochar would need to be made for the 250 million tons of feed for livestock consumed annually, with about 1.4 billion tons of manure produced.



A more immediate opportunity for biochar-in-livestock-operations may come from manure management. No approvals are needed and there is a large body of research and experience supporting biochar's benefits in bedding, manure management, anaerobic digestion, and compost. Most biochar will end up in the soil, where its benefits are supported by extensive research as well as being well established in practice.

#### A SPECIAL NOTE ABOUT USING BIOCHAR AS A FEED ADDITIVE IN THE US

In the US, the FDA regulates feed additives for livestock and approves biochar sold interstate as a feed additive on a case-by-case basis.<sup>20</sup> There are currently suppliers of biochar-for-livestock feed which are approved at the state level however many states follow the FDA approval process. Firms interested in using or selling biochar will need to check with their state feed regulation agencies to determine their best course of action. There is an exception for the use of activated charcoal from organic feedstocks (in mammals only) detailed at the end of Appendix A.

No approval is required for non-feed uses of biochar. In either event, the analysis of the biochar is important. The feedstock for the biochar needs to be clean of any potentially harmful contaminants and consistent. The testing requirements for FDA approval as well as the European Biochar Certificate are provided in Appendices A and B as information as well as providing a useful perspective on what to look for in a quality feed-grade biochar.

#### INFORMATION PRODUCED WITH INPUT FROM THESE AUTHORS:

Kathleen Draper, Chair, International Biochar Initiative  
Harry Groot, Dovetail Partners  
Kathryn Farnhale, Dovetail Partners  
Ashley McFarland, Dovetail Partners  
Tom Miles, Chair, US Biochar Initiative

Webinar Recorded: January 26th, 2022



## Using Biochar in Stormwater Management Infographic

### USING BIOCHAR IN STORMWATER MANAGEMENT



The work upon which this project is based was funded in whole or in part through a grant awarded by USDA Forest Service Wood Innovations (20-DG-11083150-011). USDA is an equal opportunity provider, employer, and lender.

#### SUMMARY OF BIOCHAR BENEFITS

##### Soil Functions

Increases Infiltration/Retention  
Increases CEC/AEC (up to 50%)  
Increases Microbial Activity  
Balances pH  
Decreases Bulk Density

##### Water Quality

Intercept/Absorb/Assimilate  
Nutrients/Heavy  
Metals/Hydrocarbon  
Enormous Surface Area

##### Biomass Upcycling

Biomass Waste (Manures)  
Cropped Biomass Flexibility  
Cost Effective Adsorbent

##### Potential Longevity

Short Term Soil Organic Carbon  
(1-5 years)  
Long Term Soil Organic Carbon  
(100's of Years)

### PROJECT OVERVIEW

The project explored the potential for using biochar in three applications: Viticulture, Livestock and Poultry, and Stormwater Management.

The process used was to:

Interview experienced users  
Review relevant published scientific research  
Analyze needs of users and other market data  
Provide educational outreach (Webinars & Reports)

### REPORT HIGHLIGHTS

There is a large body of research supporting biochar's characteristics which are beneficial in Stormwater Management

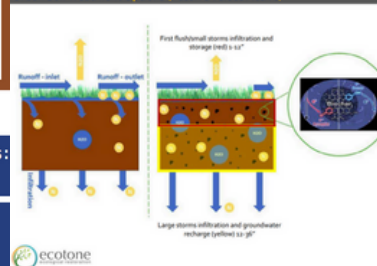
Adsorption of heavy metals  
Large surface area for housing microbiota  
High carbon content which is stable for centuries to millennia

There are many suppliers of biochar in US  
Biochar's specific characteristics are important and analysis is critical

Using the City of Chicago as an example—with an impervious surface area of about 105,000 acres—in 2020, bids were requested for over \$250M of stormwater treatment projects. A 10% biochar inclusion rate on those projects is estimated to require roughly 100,000 cubic yards of biochar. Chicago represents about 4% in area of the 10 largest US cities by population which cover 3900 sq. miles or 2.5 M acres.

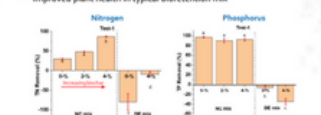
**10+ Years** of successful integration of biochar into Stormwater Management projects.

#### Biochar in Stormwater Management Urban Soil Treatment Options (Passive versus Active)



#### Biochar in Stormwater Management Biochar Enhanced Bioretention Media (BEBM) Conclusions

- Retained 11-17% more stormwater and more plant available water.
- Water retention time for higher redox
- Increased infiltration rates by 4 times
- After 3.5 yrs, biochar increased infiltration rate by 50% (less clogging)
- Increased Nitrogen removal from 6% to 55% above control (all storms)
- Increased Nitrate removal 60-120% (Seasonality)
- Biochar increased Phosphorous release when compost in mix
- Improved plant health in typical bioretention mix



#### INFORMATION PRODUCED WITH INPUT FROM THESE AUTHORS:

Kathleen Draper, Chair, International Biochar Initiative  
Harry Groot, Dovetail Partners  
Ashley McFarland, Dovetail Partners  
Tom Miles, Chair, US Biochar Initiative

Webinar Recorded: February 9th, 2022





# 2024 GUEST SPEAKERS

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



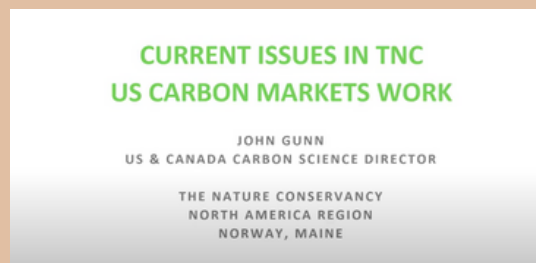
## **Status of Vermont's Forest: Forest Health & Sustainability**

Our latest video features guest speaker and Dovetail Associate, Michael Snyder. In a team meeting, Mike, a former Commissioner for Vermont Forests, Parks, and Recreation, shared insights into the forest health and sustainability of Vermont's forest. This eye-opening discussion is why we dubbed Mike 'our voice for NE Forests'.



## **Forest Inventory and Analysis**

Check out our latest video featuring guest speaker, Dennis Kepler! In our July team meeting, Dennis, a Resource Assessment Supervisor at the Minnesota Department of Natural Resources, shared specifics about the Forest Inventory and Analysis (FIA) Program. The Forest Inventory and Analysis is a congressionally mandated program that delivers current, consistent, and credible information about the status of forests and forest resources within the United States.



## **Current Issues in TNC US Carbon Markets Work**

Check out our latest video featuring guest speaker John Gunn! In our September team meeting, John, the US & Canada Carbon Science Director at TNC, shared insights into the natural climate solutions context of TNC carbon markets work, examples of TNC work in the US, and more.

# 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 Business  
Development Executive at  
TransUnion



**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



**Teresa Floberg**  
**Project Director**  
Ely Fireshed Coordinator:  
Community Development &  
Planning



**Grace Simmons**  
**Program Assistant**  
Wildfire Program Support  
& Content Developer



**Nia Becker**  
**CPI Associate**  
Juneberry Eco Services  
Specializing in Community  
Forestry, Wildland Fire &  
Resiliency



**Steven Immel**  
**CPI Associate**  
Financial Analysis,  
Meetings with  
Management & Project  
Management

## 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



**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



**Michael Snyder**  
**Dovetail Associate**  
Communications, Forests,  
Forestry, Recreation



**Amy Doty**  
**Dovetail Associate**  
Event management, sustainable  
events, community engagement

# OUR INTERNS



**Sarah Beth Hobby**  
Planning, Logistics,  
Community Support



**Seamus McCarthy**  
Responsible Materials  
(Soil & Biochar)



**Jackson Gorland**  
Landuse, Agroforestry,  
Fisheries



**Delaney Owens**  
Wildfire Program  
Support, Community  
Engagement &  
Development



**Lukas Lock-Scamp**  
Research & Policy

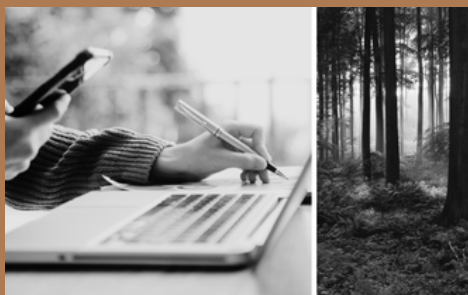


**Moira Daley**  
Social Marketing



**Elizabeth Treskunova**  
Environmental Research

# INTERN PROJECTS



## Social Marketing, Social Media, AI, and Forestry

Moira Daley



## Water Waste Treatment in the USA

Elizabeth Treskunova



## Dovetail Intern Reflects on Attending Soil Health Summit

Seamus McCarthy



## Prescribed Fire in the Lake States

Lukas Lock-Scamp



# Financial Statement

For the year ending December 31, 2024

| ASSETS                       |             |
|------------------------------|-------------|
| Current Assets:              |             |
| Cash and Cash Equivalents    | \$701,889   |
| Contracts Receivable         | 352,522     |
| Prepaid Expenses             | 8,999       |
| Total Current Assets         | 1,063,410   |
| Property and Equipment - Net | 330         |
| TOTAL ASSETS                 | \$1,063,740 |

| LIABILITIES AND NET ASSETS              |             |
|---|-------------|
| Current Liabilities:                    |             |
| Accounts Payable                        | \$138,164   |
| Accrued Wages and Payroll Taxes         | 26,668      |
| Total Current Liabilities               | 164,832     |
| Net Assets - Without Donor Restrictions | 898,908     |
| TOTAL LIABILITIES AND NET ASSETS        | \$1,063,740 |

# Financial Statement

For the year ending December 31, 2024

## Statements of Cash Flows

|   |           |
|---|-----------|
| <b>Increase (Decrease) in Cash</b>  |           |
| Cash Flows from Operating Activities:   |           |
| Change in Net Assets  | \$137,049 |
| 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  | (13,503)  |
| Accrued Wages and Payroll Taxes   | 8,293     |
| Operating Assets:   |           |
| Contracts Receivable  | (79,118)  |
| Prepaid Expenses  | -         |
| Net Cash Provided by Operating Activities   | 55,371    |
| Cash Flows from Investing Activities: None  | -         |
| Cash Flows from Financing Activities: None  | -         |
| Net Increase in Cash and Cash Equivalents   | 55,371    |
| Cash and Cash Equivalents - Beginning of Year   | 646,518   |
| Cash and Cash Equivalents - End of Year   | \$701,889 |

# Financial Statement

For the year ending December 31, 2024  
Statement of Functional Expense

|                        | Total<br>Program<br>Services | Management<br>& General | Fund-<br>raising | Total<br>Support<br>Services | Total All<br>Services |
|------------------------|------------------------------|-------------------------|------------------|------------------------------|-----------------------|
| Expenses               |                              |                         |                  |                              |                       |
| Salaries               | \$343,165                    | \$54,404                | \$20,925         | \$75,329                     | \$418,494             |
| Payroll Taxes          | 26,907                       | 4,266                   | 1,641            | 5,907                        | 32,814                |
| Total Personnel Costs  | 370,072                      | 58,670                  | 22,566           | 81,236                       | 451,308               |
|                        |                              |                         |                  |                              |                       |
| Consulting             | 524,801                      | -                       | -                | -                            | 524,801               |
| Travel                 | 17,251                       | -                       | -                | -                            | 17,251                |
| Meeting Expense        | -                            | 17,025                  | -                | 17,025                       | 17,025                |
| Insurance              | 11,512                       | 1,825                   | 702              | 2,527                        | 14,309                |
| Occupancy              | 9,284                        | 1,472                   | 566              | 2,038                        | 11,322                |
| Professional Fees      | -                            | 11,050                  | -                | 11,050                       | 11,050                |
| Supplies               | 5,267                        | 835                     | 321              | 1,156                        | 6,423                 |
| Telephone and Internet | 4,287                        | 680                     | 261              | 941                          | 5,228                 |
| Grant Expenses         | 4,655                        | -                       | -                | -                            | 4,655                 |
| Miscellaneous          | 2,899                        | 460                     | 177              | 637                          | 3,536                 |
| Dues and Subscriptions | 2,734                        | -                       | -                | -                            | 2,734                 |
| Printing and Copying   | 1,113                        | 176                     | 68               | 244                          | 1,357                 |
| Depreciation           | 2,172                        | 345                     | 133              | 478                          | 2,650                 |
|                        |                              |                         |                  |                              |                       |
| <b>Total Expense</b>   | <b>\$956,047</b>             | <b>\$92,538</b>         | <b>\$24,794</b>  | <b>\$117,332</b>             | <b>\$1,073,379</b>    |



# Financial Statement

For the year ending December 31, 2024  
Statements of Activities

|   | Without Donor<br>Restrictions | With Donor<br>Restrictions | Total     |
|---|-------------------------------|----------------------------|-----------|
| <b>Support and Revenue:</b>               |                               |                            |           |
| Contributions of Financial Assets         | \$18,934                      | -                          | \$18,934  |
| Fees for Service                          | 1,170,067                     | -                          | 1,170,067 |
| Interest Income                           | 21,427                        | -                          | 21,427    |
| Miscellaneous Income                      | -                             | -                          | -         |
| Net Assets Released from<br>Restrictions: |                               |                            |           |
| Satisfaction of Purpose<br>Restrictions   | -                             | -                          | -         |
| Total Support and Revenue                 | 1,210,428                     | -                          | 1,210,428 |
| <b>Expense:</b>                           |                               |                            |           |
| Program Services                          | 956,047                       | -                          | 956,047   |
| Support Services:                         |                               |                            |           |
| Management and General                    | 92,538                        | -                          | 92,538    |
| Fundraising                               | 24,794                        | -                          | 24,794    |
| Total Support Services                    | 117,332                       | -                          | 117,332   |
| Total Expense                             | 1,073,379                     | -                          | 1,073,379 |
| Change in Net Assets                      | 137,049                       | -                          | 137,049   |
| Net Assets - Beginning of Year            | 761,859                       | -                          | 761,859   |
| Net Assets - End of Year                  | \$898,908                     | \$ -                       | \$898,908 |



# 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**  
**528 Hennepin Ave., Suite 303**  
**Minneapolis, MN 55403 USA**



**Website**  
**[www.dovetailinc.org](http://www.dovetailinc.org)**