

2025 Annual Report

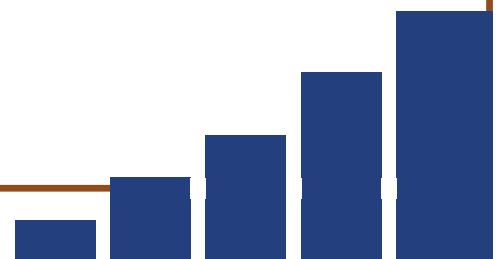


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Our Mission

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 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.

Letter from the President



Looking back on 2025, I am reminded of the value that is created when people come together with curiosity, commitment, and a shared sense of purpose. At Dovetail Partners, our mission, to provide authoritative information about the impacts and tradeoffs of environmental decisions, continues to guide everything we do. And today, that mission feels more vital than ever.

One of our accomplishments in 2025 was launching our first webinar series, built directly from feedback shared through our Reader Survey. You told us what topics mattered most, and we responded with sessions on carbon capture innovations and biochar, impacts of hemp and non-wood alternative fibers, emerging bioenergy trends, and understanding forest management practices. These conversations were thoughtful, energizing, and hopeful - a reflection of the engaged, informed community that surrounds Dovetail.

Collaboration remained a defining strength across our initiatives. The Right-of-Way Stewardship Council advanced responsible vegetation management and power system reliability with our accredited utilities. The Women's Forest Congress continued to elevate leadership and innovation through a female lens. The Forest to Tap initiative expanded its outreach to new partners and communities in Northern Minnesota. And through our Fire Adapted Communities work, we supported landowners, fire departments, and local leaders in strengthening wildfire preparedness across the Arrowhead. These partnerships demonstrate what is possible when diverse voices work together toward shared goals.

Our publications this past year reflected both scientific rigor and accessible storytelling. From biochar research to LEED v5 analysis, from agrivoltaics to forest sustainability, our team produced resources that illuminate emerging opportunities and inspire forward-looking action. Our bioenergy report and analysis highlighted the national capacity to produce up to 1.5 billion tons of biomass annually without compromising food or fiber needs - a powerful insight for climate strategy and rural development in the U.S.

We were honored to host an exceptional group of guest speakers throughout the year whose expertise enriched our community dialogue. Their insights encouraged meaningful conversations, inspired new ways of thinking, and made a lasting impression.

Looking ahead and as we journey through 2026, wildfire preparedness, economic development, and natural resource stewardship continue to be priorities in our work with communities, business leaders, government agencies, decision-makers, researchers, and many other partners. By collaborating, we are able to meet today's challenges and find inspiring and successful pathways to go forward together.

Thank you for your partnership and support!



Kathryn (Katie)
Fernholz,
President, CEO

2025 Webinar Series

In response to feedback gathered through our reader survey, this marked our inaugural year of offering a dedicated webinar series. The series was developed to reflect the topics and questions our audience told us mattered most, and we were grateful for the opportunity to explore these issues together.



Exploring Carbon Capture & Storage Innovations in Climate Solutions

Speakers: Kathryn Fernholz & Harry Groot

This webinar covered Dovetail Partners' report on Carbon Capture and Storage (CCS), exploring how this technology has been used to mitigate climate change. Kathryn Fernholz and Harry Groot reviewed key findings from the report and discussed the role of biochar as a carbon sequestration method.



Tree-Free, Hemp, and Non-Wood Alternatives Impacts & Trade-Offs

Speakers: Kathryn Fernholz, Jim Bowyer, Ph.D., & Mark Jacobs

This webinar explored the role of hemp, agricultural residues, and other alternative materials in diversifying material supplies, along with the resulting impacts on forestry and farming. Kathryn Fernholz, Jim Bowyer, Ph.D., and Mark Jacobs discussed environmental considerations, trade-offs, and key insights related to integrating these materials into existing systems.



Bioenergy Developments Trends and Conditions

Speakers: Kathryn Fernholz & Jim Bowyer, Ph.D.

This webinar provided an update on the latest developments in bioenergy, featuring insights from a recent report by Dovetail Partners. Kathryn Fernholz and Jim Bowyer, Ph.D., examined emerging opportunities and future outlooks for biomass, particularly in relation to liquid fuels for commercial transportation, as well as long-term challenges facing biomass in energy and industrial chemical markets.



How to Grow a Tree, Hug a Tree, Cut a Tree, Plant a Tree

Speakers: Dovetail team members, guests, and partners; Moderated by Kathryn Fernholz

This session featured members of Dovetail Partners along with invited guests and partners, and was moderated by Kathryn Fernholz. The webinar examined core principles of forest management and their connections to forest health, wildlife habitat, community wildfire preparedness, recreation, and innovation in forest products, emphasizing the many relationships between people and forests.

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](#).



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](#).



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.



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.



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

2025 Reports

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

View These Reports and More at

<https://dovetailinc.org/portfolio.php>



The Only Certainty is Uncertainty!

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



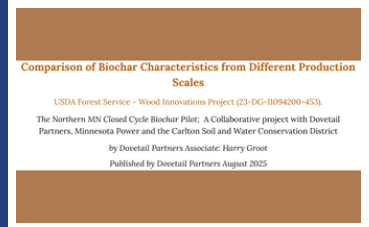
President Trump's Executive Orders Concerning the United States Forest Sector - Dovetail Partners' Opinions

By: Ed Pepke, Teresa Floberg, Michael Snyder, Sarah Harris, Kathryn Fernholz, and Harry Groot



LEED v5: What does a new era in green building standards mean for the use of wood?

By: Sarah Harris



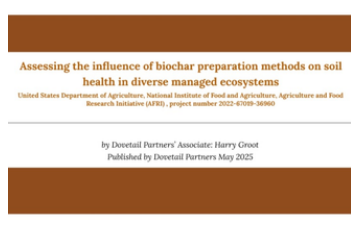
Comparison of Biochar Characteristics from Different Production Scales

By: Harry Groot



Raise a Glass; Thank a Tree!

By: Kathleen Preece



Assessing the influence of biochar preparation methods on soil health in diverse managed ecosystems

By: Harry Groot



Bioenergy Update: A U.S. Outlook

By: Jim Bowyer, Ph.D, Kathryn Fernholz, Ed Pepke, Ph.D., Michael Snyder



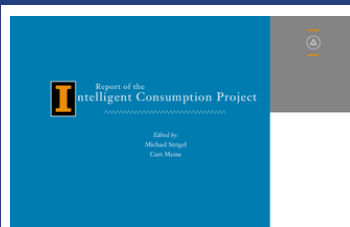
Agrivoltaics - Merging Solar Energy and Agricultural Production

By: Jim Bowyer, Kathryn Fernholz, Harry Groot, Teresa Floberg



U.S. Forest Sustainability in the 21st Century

By: Kathryn Fernholz, Eliza Meyer, Maria Golden



Report of the Intelligent Consumption Project

By: Wisconsin Academy of Sciences, Arts and Letters USDA Forest Service, Forest Products Laboratory, contributors include Doug MacCleery and Jim Bowyer



UNECE Report: Sustainable and Circular Bioeconomy

By: Kathryn Fernholz and Alicja Kacprzak, Jana Baumgartner, Patricia Machado, Maria Golden, and Renata Stringueta Nishio

2025 Infographics

January 2025 www.dovetailinc.org

COLLABORATING ON CARBON

To understand downstream impacts and the future of US forest carbon markets

KEY FINDINGS

Skepticism about carbon markets, amongst landowners and forest managers due to misunderstanding of carbon markets



Concern that forest carbon markets do not leave space for forest management and requirements of the current standards and protocols reduce the ability to make decisions based upon a variety of objectives

Communication gaps between landowners and project developers, as well as between land managers and carbon buyers



PROJECT RECOMMENDATIONS



Develop a evaluation system for carbon projects based upon established forest priorities

Increase interaction between carbon market participants and forest sector representatives



Integrate social/cultural, economic, and ecological considerations into carbon projects through an impact analysis process

Develop a mitigation banking model in forest carbon markets

Continue to encourage innovation

Hold focus groups with relevant stakeholders to gauge additional perspectives



ADDITIONAL CONSIDERATIONS

Insetting:

In 2022, the World Economic Forum characterized carbon insetting as "doing more good rather than doing less bad within a value chain". Unlike offsetting, companies make investments to improve their suppliers' carbon footprint. Insetting brings decarbonization spending into the company's supply chain relationships.



Actions include reforestation, agroforestry, renewable energy, and regenerative agriculture. For the forest and wood products sectors, insetting offers a collaborative strategy for climate mitigation, strengthened customer relationships, and investment opportunities that reduce emissions.

Wood Vaults:

The wood vault methodology buries biomass without markets to prevent decomposition or burning, offering better carbon emissions outcomes. With proper design, buried material can be preserved for future use. However, its role as a climate mitigation strategy raises ethical concerns, as the material could support urgent renewable energy transitions. This approach presents both challenges and opportunities for the forest and wood products sector.



[Read the full Report](#)

Thanks to the U.S. Endowment for Forestry and Communities for financial support to make this project possible.

Published: October 2024
Revised: March 2025 www.dovetailinc.org

BIOENERGY UPDATE: A U.S. OUTLOOK

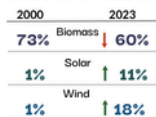
Key Takeaways

The 2023 Billion Ton Report identified capacity for production of up to 1.5 billion tons of biomass and unutilized waste material annually without compromising current and anticipated requirements for food, feed, fiber, and export demand.

1.5 billion tons

The production of 1.5 billion tons of biomass could provide annual energy supplies equivalent to 28% of US primary energy production or 75% of natural gas derived energy.

In 2000, biomass energy represented about 73% of all renewable energy production in the United States, but by 2024 biomass represented only 60%. During the same time period, solar rose from 1% to over 11% and wind from 1% to nearly 18%.



Produced from a full suite of bioresources, including: starch, vegetable oil, agricultural wastes, forest biomass, energy crops, municipal solid waste and wastewater organics.

100%

Biofuels could provide 100% of the combined fuel needs of the aviation, maritime, and rail sectors by 2050.

With improvements in production, today's ethanol has 39% less GHG emissions than gasoline.



Ethanol has 43% lower GHG emissions than natural gas.

Jet fuel is highly refined kerosene, and it turns out that liquid fuels made from biomass are almost chemically identical to kerosene.



Liquid fuels from biomass are a drop-in substitute for conventional fuel requiring little adaptation by the airline industry.

It is possible for biomass to replace fossil fuels for almost all industrial chemicals and polymers.



Current global production of bio-based chemical and polymer production is at 90 million metric tons, compared to 330 million metric tons from petrochemicals.



[Read the full Report](#)

*data sources can be found in the report

April 2025 www.dovetailinc.org

AGRIVOLTAICS

Merging Solar Energy and Agricultural Production

WHAT IS AGRIVOLTAICS?



Agrioltaics is the concept of combining solar energy and food production to optimize land use and generate greater income and market diversity for landowners.

HOW MUCH LAND AREA ARE WE TALKING ABOUT?



4-5 acres to produce 1MW energy to power 172 homes on average



Solar power could provide 40% of US electricity by 2035, using up to 5.7 million acres of land, and another 4.6 million acres by 2050.

- 0.5% of total land area in the US / 1.1% of area currently used for agriculture
- 10% of the total land area currently used for urban areas and roads, or 5 x the land area currently used for golf courses

Overall, land area requirements for solar power do not pose a constraint in the US. However, competition for land can be an issue near major population centers and in arid regions.

WHAT TYPES OF AGRICULTURE ARE MOST COMPATIBLE WITH INSTALLATIONS OF SOLAR ARRAYS?



Plantings of native grasses and/or pollinator species which benefit neighboring crops as well as wildlife.

Livestock agriculture (especially sheep), vegetable farming, and crops that do not require irrigation, and aquaculture.



WHAT ARE THE BENEFITS AND CONSTRAINTS OF AGRIVOLTAICS?

Benefits:

- Optimization of land use and diversification of farm income sources.
- Soil moisture retention.
- Reduced soil temperature = reduced water demand, soil moisture loss, and water table stress.
- Reduced heat stress for animals.
- Power generation for direct farm/system use, including aquaculture.

Constraints:

- Shading can significantly reduce crops yields.
- Redistribution of rainfall / inconsistent soil moisture.
- High costs of site preparation and installation.
- Utility-scale installations need to be located near power transmission lines or sub-stations.



[Read the full Report](#)

View the Collaborating on Carbon Infographic at:

<https://dovetailinc.org/portfoliodetail.php?id=6792746e8e1c1>

View the Bioenergy update: A U.S. Outlook Infographic at:

<https://dovetailinc.org/portfoliodetail.php?id=67d977f9b5411>

View the Agrivoltaics Infographic at:

<https://dovetailinc.org/portfoliodetail.php?id=67f578ac19514>

2025 Infographics

U.S. FOREST SUSTAINABILITY IN THE 21ST CENTURY

STRENGTHENING FAMILIES, COMMUNITIES, AND LIVELIHOODS



AT-RISK SPECIES

Private working forests provide critical habitat for over **3,700** at-risk plant and animal species.¹



DRINKING WATER

Private forestlands in the U.S. supply nearly **30%** of the drinking water needs in the U.S.



JOBS

Private forestlands in the U.S. support **2.4 million jobs**.²



WOOD HARVEST

Private Working Forests supply up to **90%** of the total annual wood harvest in the U.S. and **1 billion** trees are planted in the U.S. each year.⁶



CONNECTION

More than **30 million** people are connected to family forest ownership in the U.S. - nearly 1 in 10.



MULTI-GENERATIONAL RELATIONSHIPS

Many family forestlands in the U.S. have been owned by the same family for **four to five generations—sometimes up to 150 years** - creating a deep-rooted connection between the family and the land.³



MODERN TECHNOLOGY

Today's technologies like artificial intelligence (AI), satellite imagery, cutting edge research, and environmental leadership propel sustainability forward in ways that reduce barriers, enhance supply chain transparency, and remove marketplace inequities.⁴

DOVETAIL PARTNERS FEBRUARY 2025

AUTHORS: KATHRYN FERNHOLZ, ELIZA MEYER, MARIA GOLDEN

SPECIAL THANKS TO THE FOREST LANDOWNERS FOUNDATION AND THE US FOREST SERVICE FOR SUPPORT AND COLLABORATION.

DOWNLOAD THE FULL REPORT AT:

<https://dovetailinc.org/portfoliodetail.php?id=67bf4376d387d>

1. STEIN, S.M. MICROBERTS, R., M. NELSON, L. MAHAL, C. FLATHER, R. ALJO, & S. COMAS. 2010. PRIVATE FOREST HABITAT FOR AT-RISK SPECIES: WHERE IS IT AND WHERE MIGHT IT BE CHANGING? NORTHERN RESEARCH STATION. JOURNAL OF FORESTRY. V. 108. NO. 2. MARCH 2010. PP. 61-70 (10).

2. USDA. N.D. <https://fs.usda.gov/managing-land/privateland>

3. HENDERSON, C., K. FERNHOLZ, T. CUSHING, H. GROOT, & E. PEPKE. 2018. A SURVEY OF INDUSTRIAL-SCALE MULTIGENERATIONAL FAMILY FOREST OWNERS ACROSS THE UNITED STATES. DOVETAIL PARTNERS.

4. <https://www.cnn.com/2023/09/23/us/fighting-wildfire-with-ai-californiaclimate/index.html> & https://cameras.alertcalifornia.org/?POS=ST23022--119.0000_0

5. CONGRESSIONAL RESEARCH SERVICE (CRS). 2019. TIMBER HARVESTING ON FEDERAL LANDS. APRIL 12, 2019. R45688.

6. THINKWOOD. 2020. "WHEN IT COMES TO SUSTAINABILITY, MATERIAL CHOICE MATTERS".

U.S. Forest Sustainability in the 21st Century:
Infographic at

<https://dovetailinc.org/portfoliodetail.php?id=68110332ba071>

2025 Publications

Forest Views Series By: Mark Jacobs

The articles examine the role of Minnesota's forests in supporting the environment, economy, and quality of life, combining factual information with expert perspective. They encourage balanced discussion beyond polarized views, seeking common-ground solutions for long-term benefits.

*These articles were originally published in the Voyageur Press whose circulation covers a large, rural, heavily forested area in northeastern Minnesota.



Forest Views 1: Forest Benefits and Misconceptions of Deforestation

This article discusses public perspectives on Minnesota forests, their environmental and economic value, and common misconceptions about forest loss. It highlights long-term forest acreage trends and the importance of maintaining forestland for the future.

Forest Views 2: Forest Ecology and Timber Harvesting

This piece explores forest disturbances as a natural and essential part of forest ecosystems. It compares natural events and planned timber harvests, emphasizing ecologically based management and forest resilience.

Forest Views 3: Between Fern Gully and Fiber Farms

The article examines concerns about timber overharvesting in Minnesota. It reviews forest growth, harvest levels, and sustainability, emphasizing the importance of evaluating management practices and harvested acres rather than volume alone.

Forest Views 4: Forests and Water

This article focuses on the role of forests in providing clean drinking water. It explains how forested watersheds protect water quality and highlights responsible forestry practices and public awareness initiatives.

Forest Views 5: Forest Harvest and Forest Growth

This piece discusses forest sustainability through harvest rates, forest rotation, and age diversity. It emphasizes balancing young and old forests to support wildlife, water quality, carbon storage, and long-term forest health.

2025 Publications



Biochar's Impact on Soil Health - StoryMap

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 (23-DG-11094200-453). This institution is an equal opportunity provider.

This collection of StoryMaps was created to display the process and experiences of this biochar project. The mission of this project was to document effects of biochar applications on soil health parameters in varied soil types and cropping systems, using the NRCS 336 Soil Carbon Amendment practice standards.

This Project was led by Harry Groot (Dovetail Partners Inc.), Brad Matlack (Carlton Soil and Water Conservation District), Kurt Anderson (Minnesota Power) and the StoryMap was put together by Grace Simmons (Dovetail Partners Inc.)

3 Project Goals

Goal #1

Coordinate 6 agricultural biochar application plots and monitor the soil health impacts. We needed 3 sites including: sandy sites, clay soil sites, and at least 1 row crop, hay field, and pasture.

Goal #2

Complete the applications at the respective scale: personal farm operation, with common and accessible equipment, while following and abiding by NRCS 336 Practice Standards.

Goal #3

Conduct Biochar making demonstrations to help educate landowners and agency staff about in place (DIY) small scale biochar production with portable biochar kilns and compare biochar characteristics to commercial biochar.

2025 News Releases



Presentations & Conferences

- Kathryn Fernholz to present on “Forests and Wood, Our Superpower” at Virginia Tech
- Kathryn Fernholz to Speak at Mississippi State University's Carlton Owen Seminar
- Green Gold: Wood Residuals Summit 2025 - May 6-8, Traverse City, Michigan
- Kathryn Fernholz to Present at the 2025 SFI Annual Conference May 20-23
- 2025 North American Biochar Conference

Workshops, Webinars & Programs

- Dovetail Partners 2025 Webinar Series
- U.S. Forest Sustainability in the 21st Century - Webinar
- 9th American Forest Congress Virtual Pathway Workshops!
- Chainsaw Safety Workshop Recap
- Forestry for Minnesota Birds Workshop
- A Wilderness Act: Film Screening & Panel Discussion
- Dovetail Partners Celebrates the Outcomes of the 9th American Forest Congress
- Stories from the Field with Minnesota Women in Conservation Northern Region Session
- Stories from the Field with Minnesota Women in Conservation Southern Region Session

News Releases

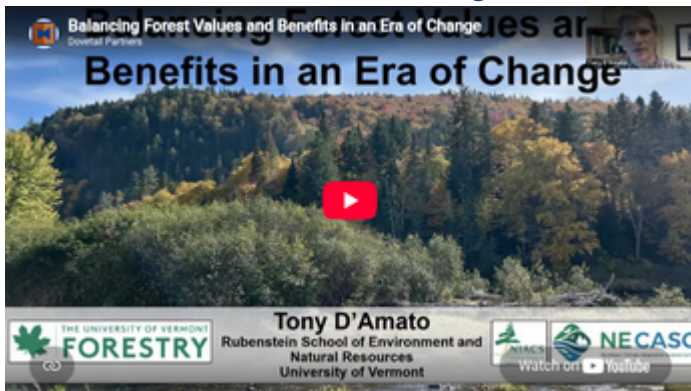
- Government Contracting for Forestry in Minnesota's Arrowhead
- Dovetail Partners Contributes to the Society of American Foresters release of "Our Forests, Our Future" in celebration of 125th Anniversary
- Dovetail Partners Contributes to UNECE Report Addressing: Sustainable and Circular Bioeconomy in Forest-Based Industries
- SBP Interim Regional Risk Assessments
- Dovetail Partners, Inc. receives \$10,000 grant from the National Fire Protection Association (NFPA) and State Farm in support of Wildfire Community Preparedness Day Events
- Minnesota Forest Resources Council Northern Landscape Plan
- ROWSC Announces Finalized Revised Technical Requirements
- Bioeconomy Publication Launch
- Derecho challenges Northwood's spirits
- Dovetail Partners' Priorities for the 9th American Forest Congress
- Dovetail Partners Announces Kedren Dillard as Board Chair
- Heartbeat of the Forest by Kathleen Preece

2025 Guest Speakers



Anthony "Tony" D'Amato

Balancing Forest Values and Benefits in
an Era of Change



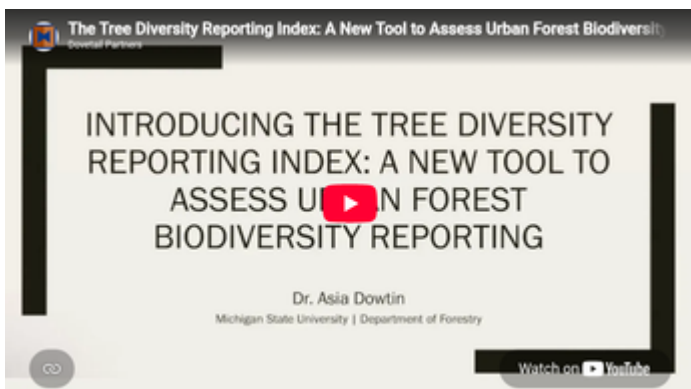
Dr. Jim Bowyer

Agrivoltaics - Merging Solar Energy
and Agricultural Production



Asia Dowtin

The Tree Diversity Reporting
Index



Aaron Brown

Forests and Media



2025 Guest Speakers



Elizabeth Woodworth
Sustainable Woody Biomass



Bethaney Wilkinson
Sustaining Forests and Securing Family Legacies



Thank you to our 2025 guest speakers for joining us and for so generously sharing their time, knowledge, and perspectives. Their insights encouraged meaningful conversations, inspired new ways of thinking, and made a lasting impression on everyone who participated. We are sincerely grateful for their willingness to share their experiences and help build a more informed and engaged community; their contributions made this year especially meaningful.

Programs & Priorities



Education & Engagement

Dovetail Partners is committed to supporting **innovation** and **action** through **high quality information sharing** and **educational outreach**. Through our materials and outreach, Dovetail seeks to be the 'go to' environmental information organization for **decision-making** entities and individuals throughout public and private sectors.



Natural Climate Solutions

Dovetail Partners recognizes the need for an increasingly **forward-looking vision** in relation to issues of growing importance, including climate change which is impacting more and more facets of everyday life and is interconnected with all of Dovetail's work. Dovetail Partners recognizes the links between regenerative farming and sustainable forestry, responsible trade and consumption, and land use and natural climate solutions.



Innovative Materials & Systems Change

Dovetail Partners **provides information** and **critical analysis** of material extraction, production, and use. The emphasis is on materials that contribute to climate change mitigation and/or adaptation, improvements to the environment, circularity, health and safety, and community well-being.



Leadership Development & Inclusion

Dovetail Partners collaborates to bring together the tools, facilitation processes, creativity, experience, expertise, and knowledge of resources that **enhance** the ability of organizations and individuals to **increase productivity** and **profitability** while creating, maintaining, and/or enhancing **socially and environmentally responsible organizations**. We enable leadership development and promote conflict resolution techniques aimed specifically at environmental conflict resolution needs in communities.

Strategic Goals

1

Organizational Development & Innovation:

Dovetail seeks to be an innovative organization that develops skills and abilities for success.

- A. Nurture Leaders and Partnerships
- B. Welcome Feedback
- C. Monitor Metrics

2

Communications & Engagement:

Dovetail works to get information in the hands of decision-makers and to make it actionable.

- A. Share Information
- B. Engage Audiences
- C. Diversify Our Channels

3

Enhance Awareness & Understanding of Natural Resources:

Dovetail is committed to looking around corners, identifying possibilities, and engaging partners in hope and action.

- A. Expand Systems of Learning
- B. Collaborate on Solutions
- C. Develop Models of Innovation

4

Informing Energy, Material, and Management Systems Change:

Dovetail recognizes systems change is needed, possible, and beneficial.

- A. Foster Discussions
- B. Support the Circular Bioeconomy
- C. Enable Emerging Markets

5

Continue to Influence Responsible Sourcing:

Dovetail believes well-informed decision making is essential.

- A. Encourage Innovation
- B. Embrace Complexity
- C. Create New Linkages

Dovetail Partners identified three cornerstone priorities for the 9th American Forest Congress in 2025, which helped inform the final Principles and Resolutions for future forest stewardship in the United States. Dovetail Partners also engaged in the development of the Declaration made by the Women's Forest Congress (8th American Forest Congress). These guiding documents inform Dovetail's strategic engagement and support effective navigation of the dynamic and evolving context for our work.

Summary of Dovetail Partners' 2022-2030 Strategic Plan



Lead Author:
Dovetail Team

Published:
November 2025

Meet the Team!

OUR BOARD



Jill Koosmann
CEO, HRK Group, Inc.



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Kedren Dillard
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Development Executive
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Associate Dean For
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Elizabeth Woodworth
Founder Of Wood &
Company Consulting



Kate Shelton
Global Responsible
Sourcing Manager At 3M

OUR STAFF



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President, CEO

*Forest Certification, Responsible
Land Management, Sustainable
Sourcing.*



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Project Director

*Human/Environment
Relationships, Project
Implementation*



Maria Golden
Project Manager

*Communications,
Administrations, Design*



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*Wildfire Mitigation, Community
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Teresa Floberg
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*Ely Freshed Coordinator:
Community Development &
Planning*



Grace Simmons
Project Assistant

*Wildfire Program Support &
Content Developer*



Abby Andrus
Community Ecology
Strategist

*Prescribed Fire, Forestry, Land
Management*

OUR ASSOCIATES



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



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*



Nia Becker
Dovetail Associate
*Junberry Eco Services Specializing in
Community Forestry, Wildland Fire &
Resiliency*



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*

Additional Support from:

Jesse Wilson
Communications
Designer

Dave Baldwin
Creative Designer

Vital Systems, Inc.,
Accounting



OUR INTERNS



McKenna Stone
Research Data & Analytics



Rachel Mehlhaff
*Research of Best Practices in
Forestry to Support
Pollinator Habitats*



Cole-Thomas Johnson
*Renewable Energy Policy and
Economic Research*

INTERN PROJECT(S)



Striking a Sustainable Chord

By: McKenna Stone

Dovetail Partners Intern 2025

The history of guitar manufacturing is rich. The career of a luthier¹ not only relies upon crafting a working guitar, but one that is beautiful, reliable, and most importantly sought after in the economic market. However, we face a growing resource issue due to many of the most popular wood species for guitar manufacturing now becoming endangered and protected. Until recently, wood species like ebony and mahogany have been historically popular materials in guitar construction, but their use is now restricted due to their endangered statuses.

Financial Statement

For the year ending December 31, 2025

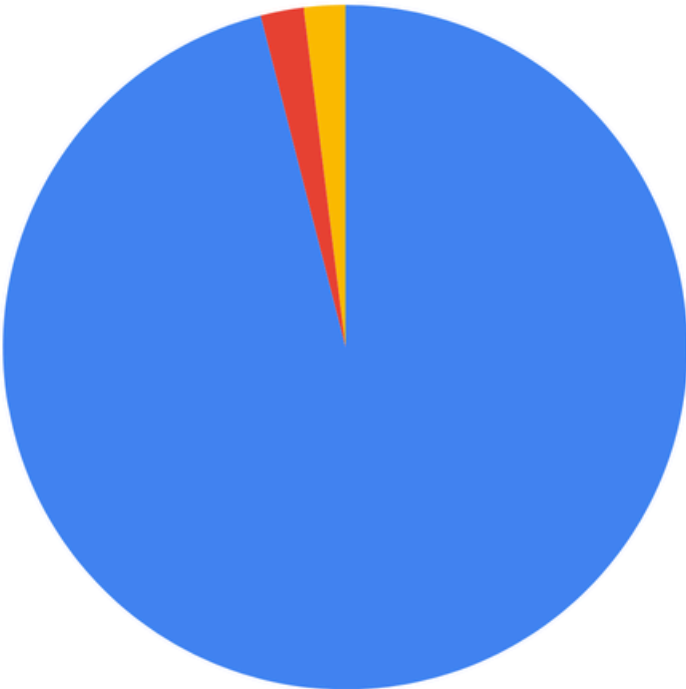
Dovetail Partner’s auditors have expressed an unqualified opinion on our December 3, 2025, consolidated financial statements. Those financial statements include associated notes that are essential to understanding the information presented here. The full set of statements and notes is available upon request.



FY2025 Source of Funds

Program Activities and Projects	\$1,079,182	96%
Contributions	\$22,917	2%
Interest Income	\$21,991	2%
Total Support and Revenue	\$1,124,090	

FY 2025 Source of Funds



FY 2025 Use of Funds



FY2025 Use of Funds

Program Activities and Projects	\$842,108	88%
Management and General	\$88,323	9%
Fundraising	\$29,405	3%
Total Expenses	\$959,836	

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>



DOVETAIL PARTNERS 2025 ANNUAL REPORT



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