



ANNUAL REPORT

2025 to 2026

Reporting period: April 1, 2025 to March 31, 2026
www.csnpei.com

Land Acknowledgment

In the spirit of Reconciliation, we acknowledge that the land upon which our organization stands is unceded Mi'kmaq territory. Epekwitk (PEI), Mi'kma'ki, is covered by the historic Treaties of Peace and Friendship. We pay our respects to the Indigenous Mi'kmaq People who have occupied this Island for over 12,000 years; past, present and future.

As Treaty People living and working on the traditional territory of the Mi'kmaq, we recognize the ongoing harm caused by colonialism and are committed to reconciliation and decolonization efforts. We recognize the importance of Indigenous knowledge and ways of knowing and commit to learning from and working with Indigenous communities to achieve mutual goals.

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Message from the Executive Director

This year, the Community Sector Network of PEI moved from building foundations to delivering at scale. Across every part of our work, from shared services to social enterprise, from legal education to youth employment, we saw Island nonprofits show up in numbers that confirmed what we have always believed: when the community sector is given practical support and space to connect, it uses both fully.

Some moments stand out. In December, we welcomed our 150th member organization. Over the year, 40 young Islanders who were outside of school and work stepped into meaningful placements with 34 community organizations through ASCEND. In January, 160 people gathered for our first PEI Community Impact Summit and told us it was exactly the kind of space the sector needed. And 26 nonprofits accessed professional services through our Shared Services Program, exceeding our target and freeing up time and money for their missions.

We also secured investments that will shape our future, including multiyear unrestricted funding from the Lawson Foundation and a three year commitment from the Law Foundation of PEI to build Law for Nonprofits PEI. Unrestricted and multiyear funding is what we advocate for on behalf of the sector, and it means a great deal to receive it ourselves.

Not everything went as planned, and we believe in saying so. Our fall Social Enterprise Incubator drew fewer organizations than we hoped, so we listened, broadened it into a Revenue Diversification Learning Series, and participation more than tripled. Our rural EDI workshops reached fewer people than we wanted, even as those who attended rated them highly. These experiences are shaping how we design programs going forward.

None of this happens without our members, our funders and partners, our volunteer board, and a small staff team that consistently punches above its weight. Thank you for another year of building this network together.

Alexia Riche

Executive Director, Community Sector Network of PEI

Who We Are

The Community Sector Network of PEI (CSNPEI) is a provincial umbrella organization that brings PEI's nonprofit sector together for a stronger voice, shared knowledge, and shared resources. We serve organizations of every size across Prince, Queens, and Kings Counties, from volunteer run community halls to province wide charities.

Our work falls into four broad areas:

- **Capacity building:** training, shared services, and practical tools that help organizations operate well.
- **Convening and connection:** events and networks that bring the sector together to learn from one another.
- **Research and advocacy:** evidence and a collective voice on the issues that affect nonprofits and the people they serve.
- **Sector infrastructure:** long term investments, such as Law for Nonprofits PEI and in house shared services, that outlast any single project.



The Year at a Glance

157

member organizations

160

participants at the PEI Community
Impact Summit

40

youth placed with Island
nonprofits through ASCEND

26

organizations receiving shared
services

115

participants in the Legal Lunch and
Learn series

130+

attendees at the Volunteer
Symposium

650+

participant touchpoints across our programs and events this year

Behind each of these numbers is the same story: Island nonprofits want practical help, honest conversation, and a network that has their back. This report describes what that looked like in practice between April 2025 and March 2026.

Membership

Membership is the foundation of everything CSNPEI does, and this was a milestone year. We welcomed 28 new member organizations and completed 62 renewals. Membership revenue reached \$5,850, an increase of \$350 over the previous year.

Highlights

- **Our first Sustainer.** In July 2025, EmpowerFirst Aid and CPR became CSNPEI's first Sustainer with an annual \$200 contribution, opening a new category of support for our work.
- **A formal Membership Plan.** We created and implemented a plan with clear focus areas and monthly and yearly goals, including proactive renewal outreach and weekly one on one conversations with members and non members. Renewals accelerated once this outreach was in place.
- **A stronger Membership Committee.** An open call for members at large drew seven applications, and we onboarded three new committee members from Develop West Prince, BIPOC BPN, and Age Friendly PEI.
- **Better member tools.** We launched a second monthly newsletter dedicated to CSNPEI news, redesigned both newsletters, upgraded the online member directory with searchable categories and organization descriptions, and added a proper events calendar to the website.
- **New ways to connect.** Based on member feedback, we created a members only Facebook group and hosted our first in-person Nonprofit Mixer in March, the start of a series of casual networking events.

What members told us

The Annual Membership Survey went out in March 2026 with 46 organizations responded. Members rated their overall experience with CSNPEI at an average of **7.9 out of 10, with 65 percent rating it 8 or higher**. Among those who had participated in a CSNPEI program, **81 percent rated their program 4 or 5 out of 5**, and roughly two in three respondents reported having recommended CSNPEI membership to another organization.

The survey also gave us clear direction for the year ahead. Members most want more professional development workshops, online training, governance and leadership education, networking events, and volunteer recruitment support, with in person events remaining the preferred way to engage.

Fundraising and financial sustainability stood out as the sector's dominant challenge, named by nearly three quarters of respondents, which reinforces the priority we are placing on revenue diversification programming and the case for stable core funding. Finally, members confirmed strong appetite for the association benefits plan we are pursuing, prioritizing extended health, mental health, and dental coverage.

Programs and Services

ASCEND Youth Employment Program

ASCEND (Achieving Success through Community ENGagement and Development) connects youth aged 15 to 30 who are not in employment, education, or training with wage subsidized placements of 19 to 21 weeks in the nonprofit sector. The program is funded by the Government of Canada, led by the Community Sector Council Newfoundland and Labrador, and delivered by CSNPEI in collaboration with Impact Organizations of Nova Scotia.

40

young Islanders placed in meaningful work

34

nonprofit host organizations across PEI

105

youth applications across two cohorts

Demand far exceeded capacity in both cohorts. The first cohort, from May to September 2025, placed **13 youth with 12 employers from 48 applications**. The second, from October 2025 to February 2026, grew to **27 youth with 22 employers from 57 applications**. Recruitment for the third cohort was strong by year end, with 25 youth and host organizations confirmed.

The real measure of this program goes beyond the numbers. It is in youth who arrived unsure of themselves and left with a clearer picture of what they can do, and in employers who made room, made adjustments, and stayed alongside them. Site visits, check ins, and a new standard employee orientation supported both youth and employers throughout their placements.



EDI Rural Workshops

We delivered five workshops on equity, diversity, and inclusion for rural organizations, held in community venues across the Island in November. This initiative was funded by the Gender Equity Diversity Inclusion (GEDI) and Community Enhancement program, with the workshops delivered by WorkSource Alliance, whom we engaged as subject matter experts. Topics ranged from inclusive leadership to addressing systemic barriers and sustaining EDI in rural nonprofits.

Attendance was lower than we hoped, averaging four people per session, though participant feedback was positive. We are taking the lesson seriously: rural programming needs different timing, formats, and outreach than Charlottetown based events, and this experience is informing how we design rural delivery going forward.

Legal Lunch and Learn Series

With support from the Law Foundation of PEI, CSNPEI delivered seven legal education sessions designed to strengthen legal literacy and governance capacity across the sector. Sessions were held in Charlottetown, Summerside, Georgetown, and Cornwall, plus one online, and covered board governance and directors' responsibilities, employment law, incorporation, charitable status and CRA compliance, privacy and cybersecurity, contracts and agreements, and an open Q&A with a nonprofit lawyer.

115

participants from 102 nonprofit organizations

4.72/5

average overall session rating

97%

would recommend the sessions to peers

Evaluation results were consistently strong: **98 percent of respondents reported that sessions were relevant, understandable, and strengthened their knowledge**, and 56 percent identified specific actions they plan to implement, from updating policies and contracts to improving privacy procedures. For many participating organizations, these sessions were their only practical access to legal guidance this year.

I will take what I've learned and report to my group. I feel with this knowledge we can make necessary changes within our corporation with confidence.



Building on the success and gaps identified by the Legal Lunch and Learn series, the Law Foundation of PEI committed **\$150,000 over three years** to develop a lasting legal information resource for the sector in PEI. This is exactly the kind of durable sector infrastructure CSNPEI exists to build.

Shared Services Program

Year 2 of the Shared Services Program, funded by Innovation PEI, marked the shift from foundation building to active service delivery. The first service cohorts launched in May 2025, and by year end organizations across PEI were receiving support in seven areas: bookkeeping and financial advisory, marketing and communications, grant writing and fundraising, human resources, board governance, strategic planning, and administration.

26

organizations under active service contracts, exceeding the target of 23

73

organizations completed needs assessments

45

service providers recruited and vetted

Bookkeeping was the highest demand service of the year, reflecting a sector wide gap in financial capacity, followed by marketing and communications. In our first formal evaluation, every responding organization reported a positive overall experience, and most said the program meaningfully reduced the time and effort needed to find and procure professional services. **One organization reported a direct increase in revenue as a result of its marketing engagement.**

Building services that last

To support financial sustainability beyond the life of the project, the program launched two in house service initiatives this year:

- **In house administration.** CSNPEI now employs internal administrative staff and offers services to members at a simple hourly rate. The first agreement, with the Autism Society, began in January 2026.
- **In house bookkeeping.** In partnership with SAFILE's ServiceFinance, we are preparing to launch a standardized in house bookkeeping service in Year 3, built on proven policies, workflows, and quality controls.

Program outreach also generated ripple effects across the sector, including a new Cyber Security working group that formed after presentations at ED Academy sessions, and presentations to Innovation PEI, the Kings County Hospital board, SENPEI, and the Southeast Regional Commission of New Brunswick.

The Shared Services Program remains committed to its core purpose: helping nonprofits do more with less, so they can focus on the communities they serve.

Social Enterprise and Revenue Diversification

Funded by Innovation PEI, this program supports Island nonprofits in creating and expanding social enterprises and diversified revenue streams through webinars, intensive learning cohorts, and one on one connection to expert facilitators.

This year the program delivered three public webinars, on funding and grant writing strategies, the Grant Connect platform, and community bonds, reaching 56 live attendees, with recordings hosted on our YouTube channel for ongoing use.

Listening and adapting

The Fall 2025 Social Enterprise Incubator piloted a sliding fee scale, from \$500 to \$900 per organization, to test paid programming as a revenue source for CSNPEI. Four organizations participated: Family Service PEI, Camp Gencheff, East Prince Women's Information Centre, and Kozroots. Turnout was lower than hoped, and the feedback told us that many organizations are not yet ready for social enterprise specifically, but nearly all of them want to diversify their revenue.

So we adapted. The winter offering was rebranded as the Revenue Diversification Learning Series, broadened in scope, delivered in a hybrid format to improve regional access, and supplemented with sponsored seats. **Fifteen organizations registered**, from Meals on Wheels PEI to Creative PEI to Junior Achievement, and participation more than tripled. Facilitators included Andy Horsnell, Leading Impact, Nishka Smith, Indra Kubicek, Beth Carmichael, and CSNPEI's own Social Enterprise Coordinator.

Participant evaluations across both cohorts were strong, with content and facilitators consistently rated as meeting or exceeding expectations. In participants' own words:

This was mind blowing! I didn't think I was ready to complete a social enterprise canvas, but it was very achievable in the workshop.

There are more revenue sources available than I think; social enterprise is a way more accessible model than I had thought.

A condensed revenue diversification workshop delivered at the PEI Community Impact Summit drew 50 attendees, served as a recruitment channel for the series, and earned CSNPEI an invitation to present at the Impact Southeast Non Profit Forum in Moncton in spring 2026.



Convening the Sector

Volunteer Symposium and the Roadmap to Volunteerism

With funding from the provincial government, CSNPEI led a province wide initiative to recognize, recruit, and retain volunteers. The National Volunteer Week 2025 campaign, Small Island Big Impact, included a bilingual communications toolkit, a multichannel awareness campaign across social media, radio, and print, video testimonials, a \$500 video challenge for community organizations, and the #VolunteerChallengePEI pledge draw with three gift basket giveaways.

On June 16, more than 130 people gathered at our Volunteer Symposium, opened by Minister Zak Bell and featuring panels on volunteer engagement success stories and volunteers' lived experience, plus a national session led by Volunteer Canada. The insights gathered that day became the [Roadmap to Volunteerism](#), a practical published guide covering volunteer onboarding, recruitment, supports and incentives, inclusion, mental health, and retention, with specific recommendations for organizations, businesses, CSNPEI, and the provincial government.



Federal Election Forums

The federal election on April 28, 2025 was a key opportunity for nonprofits across PEI to connect with Islanders, highlight local priorities, and work collectively toward positive community change. Nonprofits are essential to a healthy and inclusive democracy. As trusted voices rooted in community, our sector bridges the gap between Islanders and government, amplifies lived experiences, offers valuable public policy insights, and holds decision makers accountable. Nonprofits are also uniquely positioned to reach people who are often underrepresented in political processes, which makes our role in civic engagement critical.

Acting on that belief, CSNPEI partnered with Meals on Wheels PEI and the PEI Coalition for Women's Leadership, joined by local chambers of commerce in two districts, to host candidate forums in all four of PEI's federal districts in a single week:

Islanders could submit questions in advance, ensuring community priorities shaped the conversation rather than the other way around. Turnout was strong in three of the four districts. The series demonstrated the convening power of the sector, and the partnership model it established is one we intend to use again.



Volunteer Fairs with Holland College

When Holland College approached us to partner on volunteer fairs, it was a chance to put our own Roadmap to Volunteerism into practice. The Roadmap specifically recommends that CSNPEI partner with educational institutions and host volunteer fairs to connect younger Islanders with volunteer opportunities before they enter the workforce.

We co hosted two fairs on campus, in September and November. The September fair brought 21 community organizations face to face with students, giving organizations direct access to a younger volunteer demographic that many struggle to reach, and giving students a concrete entry point into community involvement. The November fair brought about 15 organizations. For several participating organizations, the fairs generated their first meaningful contact with post secondary students. With the International Year of Volunteers arriving in 2026, this partnership gives the sector a repeatable, low cost channel for renewing its volunteer base, and we plan to continue it.



CSNPEI ConnectED

Leading a nonprofit can be isolating work. Many Island executive directors lead very small teams, or no team at all, and have few places to speak candidly about the pressures of the role. CSNPEI ConnectED was created to change that.

ConnectED is a monthly virtual gathering designed exclusively for executive directors, board chairs, and senior leaders from CSNPEI member organizations. It is intentionally informal and interactive: a friendly peer space for open discussion of the challenges and opportunities facing nonprofit leaders on PEI, with no agenda pressure and an open invitation to eat lunch while we chat. Each session blends engaging discussion on key leadership topics, honest sharing of challenges, successes, and innovative ideas, sector updates, funding insights, and resource sharing, and networking with fellow leaders from across the Island.

Sessions ran throughout the year and consistently drew five to ten leaders. The value has been evident in what participants bring back to their organizations: solutions borrowed from peers, early awareness of funding opportunities, and, just as importantly, the reassurance of not navigating a demanding role alone. ConnectED has become one of the few standing peer spaces for nonprofit leadership on PEI, and it is now a fixture of our member offering.

PEI Community Impact Summit

On January 29 and 30, 2026, we hosted the PEI Community Impact Summit at the Delta in Charlottetown. The Summit brought together 160 nonprofit staff, volunteers, board members, funders, and government partners for two days of learning, dialogue, and connection, featuring nine workshops, three panel discussions, and 26 expert panelists and facilitators.

92%

rated their overall experience very good or excellent

78%

feel better equipped to strengthen their organization

74%

made meaningful new connections

Sessions tackled the issues the sector asked for: conflict navigation and organizational culture, leadership and performance management, equity, accessibility and antiracism, impact measurement, and revenue diversification. A first of its kind fireside chat brought leaders of PEI's key networks, including Creative PEI, the Federation of PEI Municipalities, La S'AFILE, and the PEI Watershed Alliance, onto one stage to explore shared action. **89 percent of respondents said they are likely to attend a future CSNPEI conference.**

The power of gathering together. It is so good to pause and focus with likeminded folks. It is energizing.

This felt hopeful and uplifting, while still being honest about the challenges.



Research and Policy

Research: Workers in a Women Dominated Sector

With funding from the Interministerial Women's Secretariat, we commissioned the first PEI focused research into the experiences of workers in the province's women dominated nonprofit sector. Leading Impact Consulting gathered input from 71 workers through an anonymous survey, held engagement sessions in Montague, Alberton, Summerside, and Charlottetown plus one online, and completed individual interviews to deepen representation. Just over 80 percent of participants were women, reflecting the makeup of the sector itself. The study was completed in March 2026.

The findings paint a picture of a workforce that is deeply committed and under real strain. Participants described a strong sense of purpose, meaningful relationships, valued flexibility, and the reward of seeing their work change lives directly. **Nearly seven in ten plan to stay in the sector.** At the same time, they described job insecurity driven by short term project based funding, pay that falls below comparable government roles, limited access to benefits, small teams wearing many hats, and skilled leadership that goes publicly unrecognized. The majority of respondents rated their **workplace stress at seven out of ten or higher.** The research also places these experiences within a broader pattern: relational, care focused, community based work has historically been carried by women and economically undervalued, despite demanding significant skill, leadership, and emotional labour.

A central finding is structural. Stable, transparent, multiyear core funding emerged as the single most important factor for improving both working conditions and organizational sustainability, and participants called for clearer, more consistent, and more accountable processes for how core funding is allocated on PEI.

If core funding doesn't start to become the norm, we will lose organizations. Full stop.

A Voice for the Sector

- **Pre budget submission.** We submitted a pre budget submission to the Province informed by a survey of our members.
- **Fair funding, nationally.** CSNPEI serves on Imagine Canada's Fair Funding for Nonprofits Steering Committee, which held its national public launch in October and has grown to more than 230 supporters.
- **Volunteering Matters.** CSNPEI sit on Volunteer Canada's working group focused on volunteer engagement research and the National Volunteer Action Strategy.
- **National social enterprise survey.** CSNPEI partnered with Buy Social Canada as a collaborator on the first phase of its [Canadian Social Enterprise Sector Survey](#), promoting the survey to Island social enterprises through our channels and direct outreach and helping shape the initial findings.

Our Team

CSNPEI's work is delivered by a small, dedicated staff team and guided by a volunteer Board of Directors as well as steering committees.

Staff

- Alexia Riche, Executive Director
- Amir Zuccolo, Project Coordinator
- Christine Batten, ASCEND Community Engagement Counsellor
- Deanelle Magbanua, Administrative Coordinator
- Haley Ha, Shared Services Navigator
- Heloise Santana, Membership Coordinator
- Sarah Outram, Director of Policy and Research Coordinator

Board of Directors

- Alyssa Jo Bernard
- Bukola Afolabi
- Charity Sheehan, Board Chair
- Jane Frances Onyeagolum, Secretary
- Jane Ledwell
- Kaisey Murnaghan, Treasurer
- Natasha McKenna
- Nathalie Walsh-Annand
- Tanya Nace, Vice Chair

Membership Committee

- Hannah Jones
- Jillian Kilfoil
- Jordan MacDonald
- Mabel Chu
- Nancy Riley Mitton

Advocacy & Policy Committee

- Alyssa Jo Bernard
- Cecily Erzuah
- Jane Ledwell
- Jane Onyeagolum
- Jill O'Halloran
- Malak Nassar

Thank You

Our Members

- Atlantic Therapeutic Touch Network
- Big Brothers Big Sisters of PEI
- Habitat for Humanity
- Inclusions East Inc
- PEI Food Exchange
- PEI Literacy Alliance
- IRSA (Immigrant & Refugee Services Association) PEI
- Resource Abilities
- Rock Barra
- Société Acadienne et Francophone de l'Île
- Sierra Club Canada Foundation - PEI Wild Child
- Special Olympics PEI
- United Way of PEI
- Women's Network
- The Adventure Group
- PEI Co-operative Council Limited
- Cycling PEI
- Family Service PEI
- PEI Cerebral Palsy Association
- Community Legal Information
- Heart & Stroke
- BIPOC USHR
- CreativePEI
- Hospice Palliative Care Association of PEI
- PEI Military Family Resource Centre
- BGC Charlottetown
- Reach Foundation
- Meals on Wheels PEI Inc.
- Sport PEI
- Atlantic Summer Institute on Healthy and Safe Communities
- Career Development Association of PEI
- PEI Coalition for Women's Leadership
- LungNSPEI
- St. John Ambulance NS/PEI
- Actions Femmes ÎPÉ
- BGC Prince County
- WorkSource Alliance
- Canadian Mental Health Association PEI Division
- PEI Advisory Council on the Status of Women
- Junior Achievement of PEI
- Voluntary Resource Centre
- The John Howard Society of PEI
- PEI Citizen Advocacy
- Workplace Learning PEI
- Community Inclusions Inc and
- Gender Affirming Care Prince Edward Island Inc.
- Blooming House Women's Shelter
- Learning Disabilities Association of PEI
- Emergency Animal Response Team Atlantic
- STEAM PEI
- Family Place
- Fusion Charlottetown
- Let's Talk Horses
- Black Cultural Society of PEI
- Transportation West
- Kings Playhouse Inc.
- Develop West Prince
- PEI Community Navigators
- PEI Rape and Sexual Assault Centre
- The Real Us Complete Services (2023) Inc.
- ALS Society of PEI
- Souris Show Hall Foundation Inc.
- PEI Association for Community Living
- PEI Career Development Services
- Kozroots Community Empowerment Projects
- West Prince Caring Cupboard
- Camp Gencheff Inc.
- Farm Centre Association
- Institute for Bioregional Studies Ltd.
- ADHD PEI
- Neil Squire Society
- Upper Room Hospitality Ministry/PEI Food Banks

- World Hope International (Canada) Inc.
- Mi'kmaq Family Resource Centre
- PEERS Alliance
- Connection 2 Employment
- Under the Spire
- Age-Friendly PEI
- Clean Foundation
- Recreation PEI Inc.
- Wood Islands & Area Development Corporation
- The Joyriders Therapeutic Riding Association of PEI Inc.
- Harbourfront Theatre
- Central Coastal Tourism Partnership
- CAT Action Team
- Keeping Cats Homed Inc
- New London Community Complex
- Friends of the Shipwreck Point Lighthouse Inc.
- River Clyde Arts
- Island Trails
- Island A Cappella
- Downtown Summerside
- PEI Association of Community Schools
- Bike Friendly Community Cooperative
- Elder Dog Canada Inc, PEI Pawd
- The Haviland Club
- PEI Wild Blueberry Growers Association
- PEI Cares
- Paramedics Association of PEI
- Eastern Kings ATV Club
- PEI Transgender Network
- Sustainable Forest Alliance
- Easter Seals Society of PEI
- National Taekwondo Program
- Autism Society of PEI
- The Island Fringe Festival
- PEI Humane Society
- Alzheimer Society of PEI
- Generation XX Summerside
- Gifts From the Heart Inc.
- Camp Abegweit
- PEI ATV Federation
- Cape Bear Lighthouse and Marconi Station Inc.
- Young at Heart Musical Theatre Company for Seniors Inc
- Kensington & Area Chamber of Commerce
- Agriculture in the Classroom PEI
- Eastern PEI Chamber of Commerce Inc.
- Chinese Society of PEI
- PEI Beekeepers Association
- Milton Community Hall
- Canadian Council of Rehabilitation and Work (CCRW) Charlottetown Office
- Two Right Street Dance, Inc., OP
- DownStreet Dance
- Garden of the Gulf Museum
- Muslim Society of PEI
- Tetra Society of North America
- Building GRAND-Families Inc.
- Saturday Morning Ukulele Group
- Transportation East Inc.
- BIPOC Business & Professionals Network
- Inspiring Potential Services Inc.
- Gold Cup Parade
- Association of Rural Community Halls of PEI
- Art in the Open
- Growers Station Inc.
- PEI Parkinson Association
- Camp World and Me Inc.
- ECO PEI
- Sir Andrew Macphail Foundation
- PEI Ground Search and Rescue Inc.
- Down East Food Collective
- March of Dimes Canada
- The Friends of Seacow Head Lighthouse
- The Charlottetown Film Society
- The Thoughtful Giver
- Central Development Corporation Ltd.
- Transit Matters Charlottetown
- East Prince Agri-Environment Association
- Energy Democracy Now! Co-operative PEI Limited
- Sparrow Landing Tiny Homes INC
- PEI Rural Beautification Society
- Glenaladale Heritage Trust Inc.
- Anchor Motion Picture Alliance
- Canadian Lebanese Association of PEI
- Canada Day Drumming Association

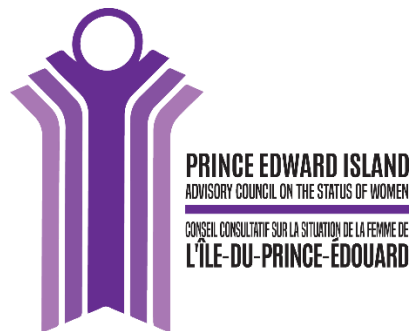
Thank You

Our Funders



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