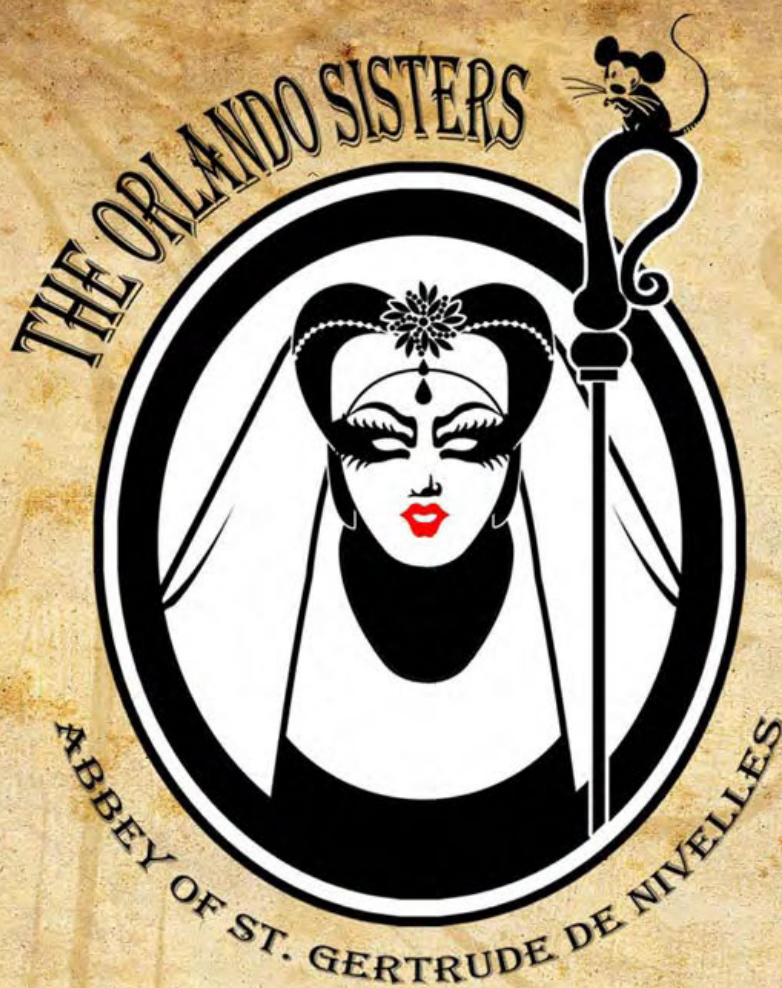




**THE GOOD
SCRAPBOOK**

THE ORLANDO SISTERS



XEQUATUR BINDER
DECEMBER 2010





December 1, 2010

The United Nuns Privy Council
Sister Mona Little-Moore – Mistress of Missions

FORMAL REQUEST FOR RECOGNITION

To the Esteemed Members of the UNPC Council,

On November 11, 2009, when six people, many of whom had never met, sat down to discuss the notion of forming The Orlando Sisters, we all underestimated the transformation that this mission would have on each of us as individuals, and more importantly, the powerful impact our mission would have on the greater Orlando community. With your support, and a lot of very hard work, The Orlando Sisters have quickly been recognized as an invaluable asset to that community. We are each humbled by the awesome responsibility and trust that you have bestowed upon us by allowing us to serve as a Mission of the Sisters of Perpetual Indulgence, and hope that we have honored that trust in our missionary work.

Today, we humbly ask you to entrust us with an even greater responsibility, and request that you consider granting us the status of being a Fully Professed House of the Sisters of Perpetual Indulgence.

Much like the individual progression path of a Sister, we think that the path you have set before us as a mission, with the many milestones along the way, has brought us to this point at exactly the right time in our evolution. We believe that today, we are ready to fully represent the Sisters of Perpetual Indulgence to Orlando, and the rest of the world.

Our road to this moment, which in so many ways is only the beginning of a new journey, has been possible because of the amazing support of our local community, the dedication and personal sacrifice of each of our members, our commitment of our vows to one another, the loving guidance of our Co-Mistresses of Missions, the mentorship of our sponsor house in San Francisco, and of course you, the members of the UNPC.

The Orlando Sisters –Abbey of St. Gertrude de Nivelles
P.O. Box 3665
Winter Park, FL 32790-3665

Even with all of that support, we have had our trials along the way. Each of our members have faced those moments when we have felt overwhelmed by this commitment that we have made to you and to our community, and at some point asked ourselves the question, "Is this the right path for me?" As you all know, it isn't an easy road to follow, but we all acknowledge the importance of the work that we are called to do. We know in our hearts that we were called to be Sisters of Perpetual Indulgence, and in the short time we have been at this, can't imagine our lives without our ministry.

In the attached binder, we have done our best to show you what we have been up to over the last year. We hope you will enjoy looking through it. You'll find a lot of information about our events and participation with other organizations. You'll see photos that document the evolution and growth of our Abbey; and you will see a lot of smiling faces from our community and visitors whom we have touched.

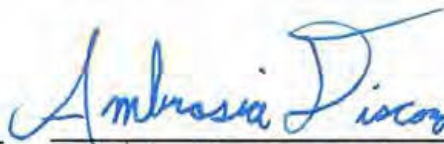
What we had a difficult time illustrating were the many *moments* we have shared with them as we minister; private confessions in the back corner of a bar; the inquisitive questions from a teenager wanting advice on what she can do to make a difference in the world, the sense of unity that we can feel when we come together to stand up against hate and ignorance, the comfort of holding a hand when you grieve the loss of a precious life, the gracious "thank you Sister" whispered in our ear by someone who just needed to be reminded that they are beautiful, and hundreds more of those *moments* that no photo can truly communicate. For those, we simply ask that you trust us to know that we honor those sacred *moments* with every manifestation.

We know that our lessons will continue, and look to the future with great anticipation of what is to come. We do, however, believe in our hearts and souls that we have learned what it is to be Sisters of Perpetual Indulgence, and are confident in our ability to continue serving our common calling. We humbly ask that you grant us the honor of becoming a Fully Professed House of the Sisters of Perpetual Indulgence.

In Continued Service,



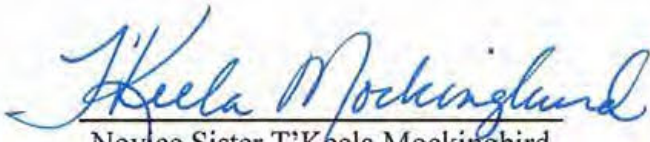
Sister Isabella Ringing
Mistress of Disorder
(President)



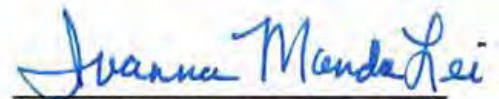
Novice Sister Ambrosia
Discordia
Mistress of Nunlings
(Vice-President)



Novice Sister Holly Cost
Mistress of Alms
(Treasurer)



Novice Sister T'Keela Mockingbird
Mistress of the Quill
(Secretary)



Sister Ivanna Manda Lei
Mistress of Protocol
(Board Member at Large)



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Sisters of Perpetual Indulgence

United Nuns Privy Council

Co-Mistresses of Missions

REQUIREMENTS FOR EXEQUATUR CHECKLIST

The Orlando Sisters

Requirement for Exequatur (not necessarily in this order)	Actions/Results		Date Completed
Commitment of a minimum of 4 founding members for at least 2 years.	NSr. Ambrosia Discordia, Sr. Isabella Ringing, NSr. Majyna Burns, NSr. Holly Cost (FKA - NSr. Holly DeMille), NSr. Miranda Rights NGd. Fur B. Low, NSr. Claire Annette (FKA - NGd. Phil Thee Bandit) NSr. Ima Burnfordis (resigned), NSr. Fustanella (resigned), NSr. Michael (resigned)		11/11/09
Request Official Mission Status	Request for Official Mission Status sent 12/23/09 Official Mission Status granted by the UNPC		01/18/10
Create a unique Name, Logo, web presence, and Script/Font for mission.	Name	Abbey of St. Gertrude de Nivelles	1/18/10
	Logo		
	Website	www.OrlandoSisters.org	
	Script/Font	ALGERIAN	
Develop Bylaws, submit copy to the co-Mistresses of Missions			10/6/10
Articles of Incorporation submitted to the State of Florida	Articles written and Approved		02/03/10
Receipt from the State of FL of Articles of Incorporation	Completed and Approved		2/18/10 then amended 11/1/10
Develop Policy and Procedures. Submit copy to the co-Mistresses of Missions.	Completed and approved		9/16/10
Develop a unique look (habit, coronet)	Postulant Uniform	Gray Jumper dress, white collared shirt, Gray head scarf	9/15/10
	Novice Habit	Black Jumper Dress with white collared shirt "Wish Dish" with White Veil	
	Fully Professed Formal	Black corset, Black Skirt, Black bolero jacket with long sleeves with Wish Dish	
	Fully Professed Coronet	"Wish Dish" with black or colored veil	
Write a Mission Statement	We are an order of Post-Modern nuns, dedicated to the promulgation of omniversal joy, and the expiation of stigmatic guilt. We work to raise money for charitable organizations, fight for queer rights and visibility, do safer sex outreach, bring joy and unity to our community, and strive diligently to keep our sense of humor, never taking ourselves so seriously that we forget to have fun. We gladly welcome all races, creeds, genders, and sexual orientations.		12/21/09

Send a list of current officers to the co-Mistresses of Missions.	President / Mistress of Disorder	Sr. Isabella Ringing	Updated 08/19/10
	Vice-president / Mistress of Nunlings	NSr. Ambrosia Discordia	
	Secretary / Mistress of The Quill	NSr. T'Keela Mockingbird	
	Treasurer / Mistress of Alms	NSr. Holly Cost	
Choose a Mentor House	San Francisco		2/17/10
Current Roster	Sr. Isabella Ringing Sr. Ivanna Manda Lei Senior NSr. Ambrosia Discordia Senior NSr. Carrie Wood Senior NSr. Claire Annette Senior NGd. Fur B. Low Senior NSr. Holly Cost Senior NSr. Isadora Knocking Senior NSr. Majyna Burns Senior NSr. T'Keela Mockingbird NSr. Aileeka Boote NSr. Devina Schnitzel NSr. Miranda Rights NSr. Pearl Necklace Post. Fresnel Lens Post. Ima Lush Post. Mary Aman Post. Raven Nevamore Post. Venus Envy		As of 11/30/10
Proof of request for 501 (C) 3 Application	Application Mailed	11/8/10	
	Letter of Receipt	11/24/10	
Develop a mutual agreement on Area of Operation	 <i>Primary focus is the Orlando tri-county area: Orange, Seminole, and Osceola counties.</i> <i>Secondarily: Lake, Volusia, and I think Melbourne/Cocoa Beach (Brevard County).</i> <i>The outlying areas of Flagler and Sumter counties should be listed as "tertiary" or not at all.</i>		
Plan and execute a minimum of 6 fundraisers/events in a minimum of 12 months.	Event	Point Nun	Date
	Get Your Paint On	N. Sr. Ambrosia	12/31/2009
	Wet Hot Sister Car Wash	N. Sr. Majyna Burns	4/10/2010
	Interactive Sound of Music	N. Sr. Holly Cost	4/30/2010 – 5/1/2010
	Christmas in July	Sr. Isabella Ringing	7/28/2010
	Drama Glam	NSr. Isadora Knocking	8/12/2010
	Splish Splash Sister Car Wash	NSr. Claire Annette	9/11/2010
	Spread the Love	Sr. Ivanna Manda Lei	10/16/2010
	Sisters Do It Doggie Style	NGr. Fur B. Low	11/18/2010
Create Exequatur Binder			11/30/10
Request Exequatur			12/01/10
Sign Trademark Agreement (FP agreement)			

IN THE BEGINNING



In November 2009, three complete strangers interested in forming a new chapter of The Sisters in Orlando, Florida were introduced to each other by the United Nuns Privy Council. One was a missionary sister moving to Orlando from The Abbey of St. Joan in Seattle, Washington. One had a calling and previous experience working with the Tampa Sisters of Perpetual Indulgence. The third, a native, had heard of The Sisters existing elsewhere for many years, and desperately wanted Orlando to have a chapter of its own.

The three met, found others that also had the calling, and quickly began ministering to the Orlando community.

On the same weekend as The Orlando Sisters' first manifestation, the local LGBT Community Center and the neighboring businesses were vandalized, being spray-painted with anti-gay slurs and a swastika. The Sister immediately planned a community fundraiser for The Center called "Get Your Paint On". Members of the community came out, donated money, and took part in creating a community mural of a rainbow on the very same wall that was vandalized.

On Martin Luther King, Jr. Day, The Orlando Sisters were deeply honored with a unanimous vote of the nation's houses to become an official Mission of The Sisters of Perpetual Indulgence.

The next month, The Orlando Sisters helped the Parliament House with their "Change for Haiti" event, raising over \$1,600 for the American Red Cross' Haitian earthquake relief efforts.

The Orlando Sisters then started their own safer sex outreach project, being welcomed by local nightclub management with open arms to come spread joy to patrons and distribute condoms and lube to anyone who needs them that evening.



NOVEMBER 11, 2009



NOVEMBER 14, 2009

Sisters of Perpetual Indulgence

UNITED NUNS PRIVY COUNCIL

Co-Mistresses of Missions

Official Mission Status Recognition

Be It Known That

At the recommendation of the Co-Mistresses of Missions and by the unanimous action of the United Nuns Privy Council acting in the name of the Communion of Sisters of Perpetual Indulgence across North America, The Orlando Sisters, Abbey of St. Gertrude of Nivelles is hereby formally recognized as a Mission of The Sisters of Perpetual Indulgence in service to the greater Orlando, Florida community.

As an official Mission the Sisters hereby covenant to fulfill all requirements set forth for Missionary Formation and the Elevation Process by which a Mission achieves the Exequatur and joins the Worldwide Communion of Indulgence as a Fully Professed House.

The members of The Orlando Sisters, Abbey of St. Gertrude of Nivelles are hereby called to a Mission of Service to the Orlando, Florida community and to vow to ever strive to promulgate Universal Joy and expiate stigmatic guilt through habitual manifestation.

The Founding Members of the Mission hereby promise to live as Novice Sisters embracing the white veil as a symbol of their missionary status and a witness to their promise to grow in their understanding of the ministry of the Sisterhood and their knowledge of our common Sistory; to fulfill their obligation to participate as observers in the UNPC; and to sign the trademark agreement which upholds the name of our Sisterhood. The Mission further covenants to establish an elevation process by which additional members may learn the ways of a Missionary and be welcomed into the life of a Sister/Guard with respect and encouragement.

Given Joyfully.

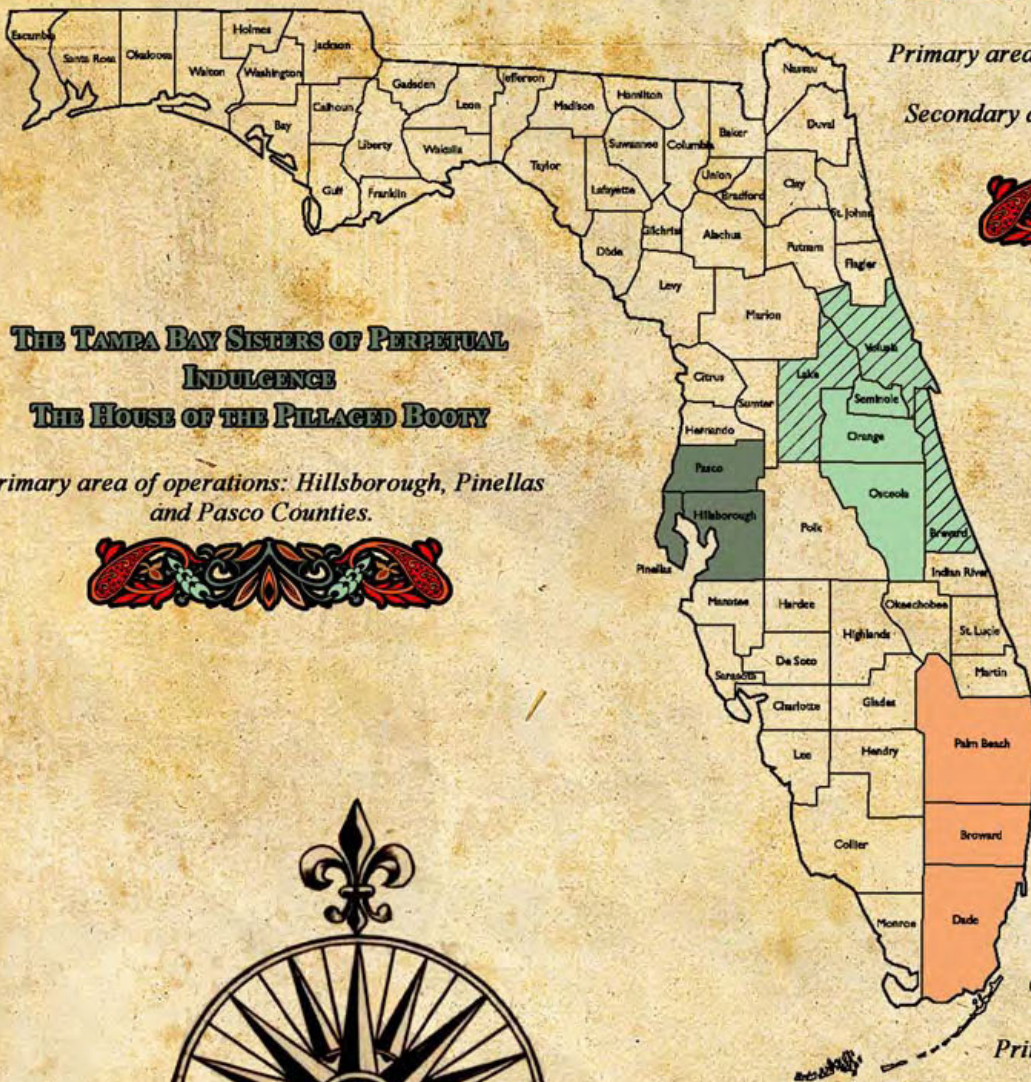
TERRITORY MAP OF HOUSES AND MISSIONS OF THE SISTERS OF PERPETUAL INDULGENCE

THE STATE OF FLORIDA



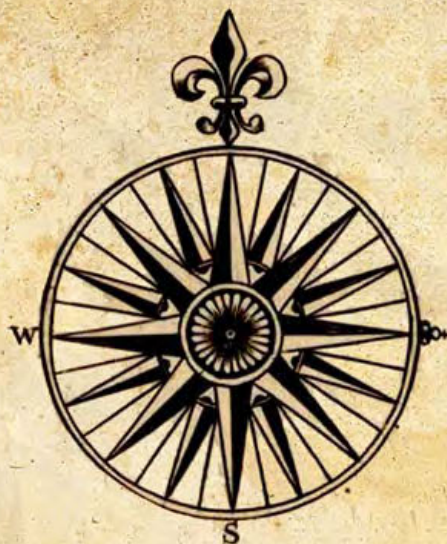
THE ORLANDO SISTERS THE ABBEY OF ST. GERTRUDE DE NIVELLES

*Primary area of operations: Orange, Seminole and
Osceola Counties
Secondary area of operation: Lake, Volusia and
Brevard Counties.*



THE TAMPA BAY SISTERS OF PERPETUAL INDULGENCE THE HOUSE OF THE PILLAGED BOOTY

*Primary area of operations: Hillsborough, Pinellas
and Pasco Counties.*



THE SOUTH FLORIDA SISTERS THE HOUSE OF THE RISING SUN

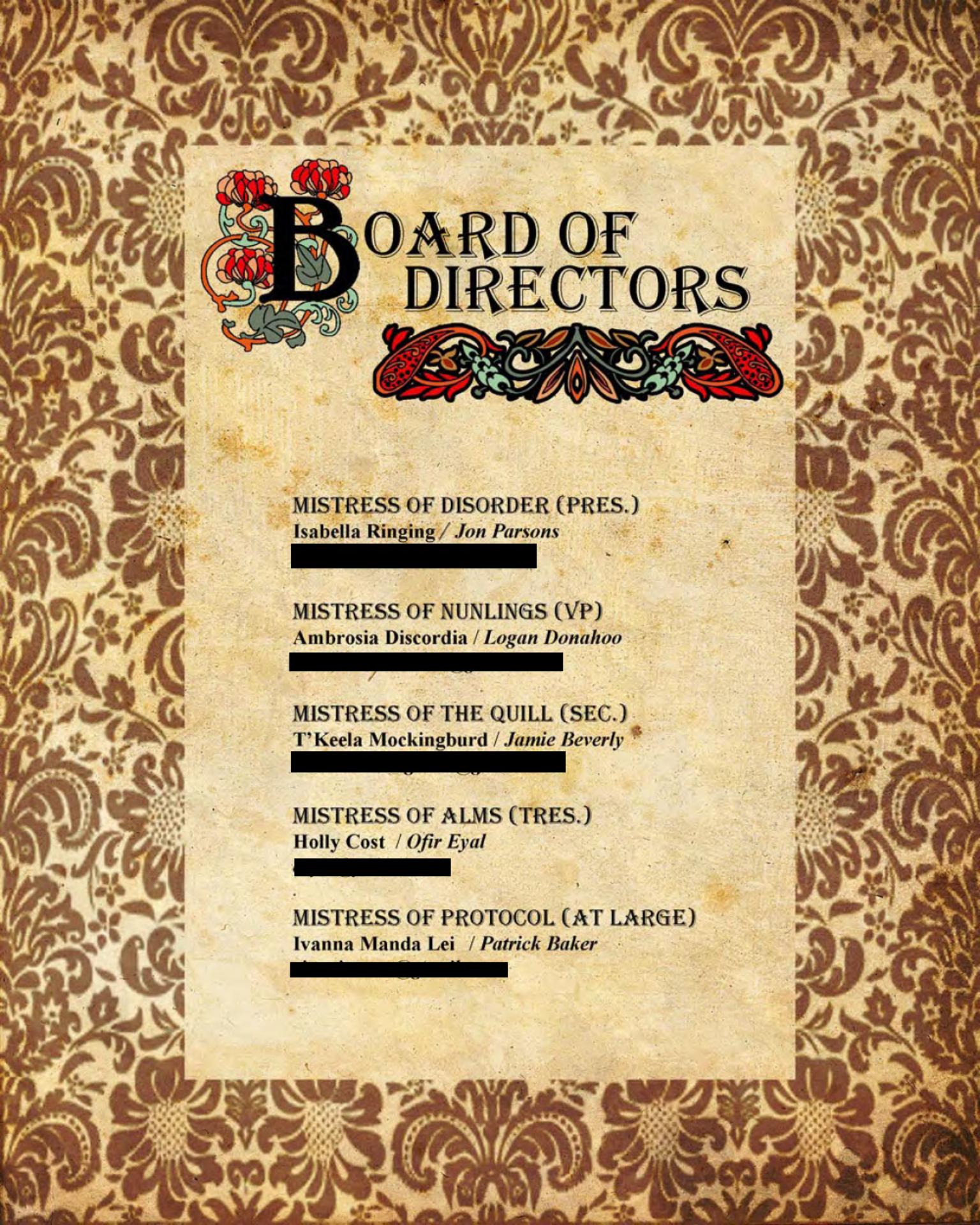
*Primary area of operations: Palm Beach,
Broward and Dade Counties.*



MISSION STATEMENT



e are an order of Post-Modern Nuns, dedicated to the promulgation of omniversal joy, and the expiation of stigmatic guilt. We work to raise money for charitable organizations, fight for queer rights and visibility, do safer sex outreach, bring joy and unity to our community, and strive diligently to keep our sense of humor, never taking ourselves so seriously that we forget to have fun. We gladly welcome all races, creeds, genders, and sexual orientations.



BOARD OF DIRECTORS



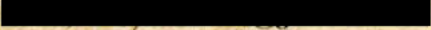
MISTRESS OF DISORDER (PRES.)

Isabella Ringing / *Jon Parsons*



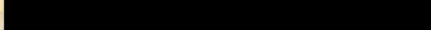
MISTRESS OF NUNLINGS (VP)

Ambrosia Discordia / *Logan Donahoo*



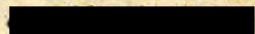
MISTRESS OF THE QUILL (SEC.)

T'Keela Mockingburd / *Jamie Beverly*



MISTRESS OF ALMS (TRES.)

Holly Cost / *Ofir Eyal*



MISTRESS OF PROTOCOL (AT LARGE)

Ivanna Manda Lei / *Patrick Baker*





MEMBERSHIP



SISTER
SISTER

ISABELLA RINGING
IVANNA MANDA LEI

SENIOR NOVICE SISTER
SENIOR NOVICE SISTER
SENIOR NOVICE SISTER
SENIOR NOVICE GUARD
SENIOR NOVICE SISTER
SENIOR NOVICE SISTER
SENIOR NOVICE SISTER
SENIOR NOVICE SISTER

AMBROSIA DISCORDIA
CARRIE WOOD
CLAIRE ANNETTE
FUR B. LOW
HOLLY COST
ISADORA KNOCKING
MAJYNA BURNS
T'KEELA MOCKINGBURD

NOVICE SISTER
NOVICE SISTER
NOVICE SISTER
NOVICE SISTER

AILEEKA BOOTE
DEVINA SCHNITZEL
MIRANDA RIGHTS
PEARL NECKLACE

POSTULANT
POSTULANT
POSTULANT
POSTULANT
POSTULANT

FRESNEL LENS
IMA LUSH
MARY AMAN
RAVEN NEVAMORE
VENUS ENVY



ISABELLA RINGING

I was standing in a crowded bar, surrounded by hundreds of people, and I felt completely alone in the world when I first met the Sisters of Perpetual Indulgence. Two larger than life Nuns in white face crossed the bar and greeted me, carrying with them an atmosphere of joy and unconditional acceptance. Their brief recognition of someone in need who was lonely in a crowd forever changed the direction of my life.

My personal mission, as Sister Isabella is a simple one. Every Day, I want to help someone feel a little less alone in the world. Some days I succeed, some days I fail, but every day I try.

IVANNA MANDA LEI

I had two close friends, one from High School and one from College that both passed away from AIDS related diseases. It is in their honor that I joined the Sisters and to give back to my Community.

I was born in a small outpost in Eastern Washington and was quickly shipped off to the nearest convent where the Reverend Mother took me under her wing. After growing up and following the Reverend Mother's teachings, I realized I needed to strike out and see what the world outside the convent held for me. Many years of searching, struggling and wanting to give back to my community, brought me to the doors of the Abbey of St. Joan. they prepared me to serve my community with a humble heart, outrageous style and to bring fun to all I encounter.



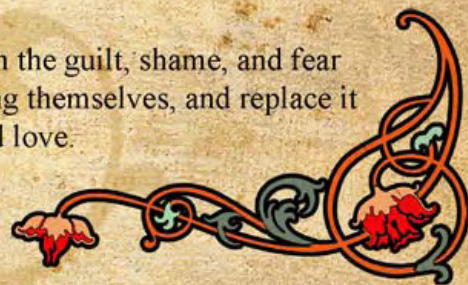


AMBROSIA DISCORDIA

I joined the order because I felt it was the best way to bring my passion for community service into harmony with my love of over-the-top theatrics.

I began volunteering for various charities in the Central Florida area when I was in high school, mainly helping at local AIDS Service Organizations, and through hunger relief projects. After graduating, I worked for several years in the non-profit field, focused on youth outreach.

My calling is to banish the guilt, shame, and fear people have from being themselves, and replace it with joy, laughter, and love.



CARRIE WOOD

I've always enjoyed volunteering in the community, and when I saw the Sisters, I saw a way to do it with style.

I grew up in a conservative family, and long story short, part of my personal journey has been to deal with the guilt of being gay. In spite of the progress over the years, there are still attitudes in the world that would have people change or hide who they are to fit in with a preconceived notion of how the world "should" be. I feel as though my calling is to challenge this by having fun and encouraging others to do the same.





CLAIRE ANNETTE

This was the right time in my life to find a way to give back to my community, as well as finding a fun way to overcome my shyness and get to know the great people of Orlando

Bringing unity to the central Florida LGBTQ community and raising money for worthwhile causes



FUR B LOW

My reason for joining is to be able to help our community grow as one.

My call is to help make a change in the world. I'm especially drawn to helping bring **equality** to the GLBT community.

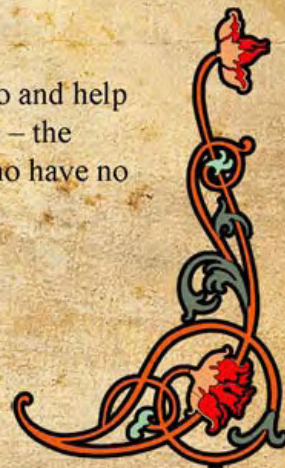




HOLLY COST

I helped create a local chapter of the Sisters – a group of like-minded individuals who see their social responsibilities through a skewed lens of fun.

My personal calling is to reach out to and help the disadvantaged in our community – the homeless, the hungry, the young, who have no voice and often nowhere to go.



ISADORA KNOCKING

I joined The Sisters to make a change in myself so that I will then be able to help others make a change.

Being a shy person, it has always been hard to fit into any groups. However, The Sisters have made me feel welcomed and included. They are a phenomenal group of individuals who are friendly and passionate about their cause of community service.

Also, I believe everyone should be told they are **BEAUTIFUL** at least once in their life and I will do my best to make sure it happens.



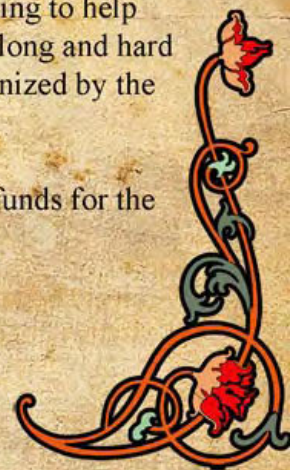


MAJYNA BURNS

I want to help our community thrive and grow.

After moving to Florida from a city where Gay Rights were recognized, I felt the calling to help protect our rights here. I have fought long and hard for Gay Men and Women to be recognized by the State.

I have also spent many years raising funds for the AIDS/HIV community.



TKEELA MOCKINGBURD

I am and have always been fascinated by the Sisters. I was very happy and excited that an order finally came to Orlando. I'm constantly impressed with the growing leadership of this organization. My calling is to reach out to the elders in the GLBTQ community and show my appreciation for what they've done and endured to bring us to this point in the fight for equality. **We're not done yet!**

"Let us touch the dying, the poor, the lonely and the unwanted according to the graces we have received and let us not be ashamed or slow to do the humble work." Mother Theresa





ARTICLES OF INCORPORATION



Articles of Amendment
to
Articles of Incorporation
of

FILED

2010 NOV -1 PM 1:52

The Orlando Sisters, Inc.

(Name of Corporation as currently filed with the Florida Dept. of State)

SECRETARY OF STATE
TALLAHASSEE, FLORIDA

N10000001654

(Document Number of Corporation (if known))

Pursuant to the provisions of section 617.1006, Florida Statutes, this *Florida Not For Profit Corporation* adopts the following amendment(s) to its Articles of Incorporation:

A. If amending name, enter the new name of the corporation:

The new name must be distinguishable and contain the word "corporation" or "incorporated" or the abbreviation "Corp." or "Inc." "Company" or "Co." may not be used in the name.

B. Enter new principal office address, if applicable:
(Principal office address MUST BE A STREET ADDRESS)

Orlando, FL 32804

C. Enter new mailing address, if applicable:
(Mailing address MAY BE A POST OFFICE BOX)

D. If amending the registered agent and/or registered office address in Florida, enter the name of the new registered agent and/or the new registered office address:

Name of New Registered Agent:

Jonathan Parsons

New Registered Office Address:

(Florida street address)

Orlando

(City)

Florida 32804

(Zip Code)

New Registered Agent's Signature, if changing Registered Agent:

I hereby accept the appointment as registered agent. I am familiar with and accept the obligations of the position.


Signature of New Registered Agent, if changing

If amending the Officers and/or Directors, enter the title and name of each officer/director being removed and title, name, and address of each Officer and/or Director being added:
 (Attach additional sheets, if necessary)

<u>Title</u>	<u>Name</u>	<u>Address</u>	<u>Type of Action</u>
S.	William Seablom	[REDACTED] St. Petersburg, FL 33702	☐ Add ☒ Remove
S.	Jamie Beverly	[REDACTED] Maitland, FL 32751	☒ Add ☐ Remove
			☐ Add ☐ Remove

E. If amending or adding additional Articles, enter change(s) here:
 (attach additional sheets, if necessary). (Be specific)

Article H - attached (greater detail of purpose)

Article I - attached (addition of limitations)

~~Article J - attached (addition of indemnification)~~ 

Change Logan Donahoo from president to vice president

Change Jonathan Parsons from vice president to president

The date of each amendment(s) adoption: October 28, 2010

(date of adoption is required)

Effective date if applicable: October 28, 2010

(no more than 90 days after amendment file date)

Adoption of Amendment(s) **(CHECK ONE)**

- ☒ The amendment(s) was/were adopted by the members and the number of votes cast for the amendment(s) was/were sufficient for approval.
- ☐ There are no members or members entitled to vote on the amendment(s). The amendment(s) was/were adopted by the board of directors.

Dated 10/28/10

Signature [Handwritten Signature]

(By the chairman or vice chairman of the board, president or other officer-if directors have not been selected, by an incorporator - if in the hands of a receiver, trustee, or other court appointed fiduciary by that fiduciary)

JONATHAN PARSONS

(Typed or printed name of person signing)

PRESIDENT

(Title of person signing)

ARTICLES OF INCORPORATION
OF
The Orlando Sisters, Inc.

A Florida "Not for Profit" Corporation
Ammended October 28, 2010

The undersigned, acting as incorporators of a corporation under Chapter 617 of Florida Statutes, adopt the following Articles of Incorporation:

- A. NAME OF CORPORATION:** The name of the corporation is The Orlando Sisters, Inc.
- B. PRINCIPAL OFFICE:** The principal office of the corporation is located at [REDACTED] Orlando, FL 32804.
- C. MAILING ADDRESS:** The mailing address of the corporation is P.O. Box 3665, Winter Park, FL 32790.
- D. REGISTERED AGENT:** The name of the registered agent of the corporation is Jonathan Parsons. The address of this registered agent is [REDACTED] Orlando, FL 32804.
- E. DURATION/MEMBERSHIP:** The period of duration is perpetual. The qualification for members, if any, and the manner of their admission shall be regulated by the bylaws.
- F. BOARD OF DIRECTORS:** The method of selection of the Board of Directors and number of directors shall be stated in the bylaws.
- G. INCORPORATORS:** The names and addresses of the incorporators are:

Ofir Eyal [REDACTED] Altamonte Springs, FL 32714

- H. CORPORATE PURPOSES:** The purposes for which this corporation is formed are exclusively charitable and educational and consist of the following:

1. This corporation is formed exclusively for charitable and educational purposes within the meaning of section 501(c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue law."
2. To aid, support, and assist by gifts, contributions, or otherwise, other corporations, community chests, funds and foundations organized and operated exclusively for charitable or educational purposes, no part of the net earnings of which inures to the benefit of any private shareholder or individual, and no substantial part of the activities of which is carrying on propaganda, or otherwise attempting to influence legislation.
3. To do any and all lawful activities which may be necessary, useful, or desirable for the furtherance, accomplishment, fostering, or attaining of the foregoing purposes, either directly or indirectly, and either alone or in conjunction or cooperation with others, whether such others be persons or organizations of any kind or nature, such as corporations, firms, association, trusts, institution, foundations, or governmental bureaus, departments or agencies.
4. All of the foregoing purposes shall be exercised exclusively charitable and educational purposes in such a manner that the Corporation will qualify as an exempt organization under section 501 (c)(3) of

the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue law.

I. 501(c)(3) LIMITATIONS

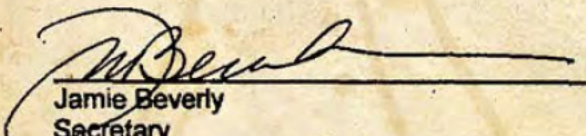
- 1. CORPORATE PURPOSES:** Notwithstanding any other provision of these 7 articles, this organization shall not carry on any other activities not permitted to be carried on by an organization exempt from Federal and state income tax under section 501 (c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue law.
- 2. EXCLUSIVITY:** The Corporation is organized exclusively for charitable and educational purposes.
- 3. NO PRIVATE INUREMENT:** The Corporation is not organized nor shall it be operated for the primary purpose of generating pecuniary gain or profit. The Corporation shall not distribute any gains, profits or dividends to the Directors, Officers, or Members thereof, or to any individual, except as reasonable compensation for services actually performed in carrying out the Corporation's charitable and educational purposes. The property, assets, profits and net income of the Corporation are irrevocably dedicated to charitable and educational purposes no part of which shall inure to the benefit of any individual.
- 4. LOBBYING AND POLITICAL CAMPAIGNS:** No substantial part of the activities of the corporation shall consist of the carrying on of propaganda or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in, any political campaign on behalf of any candidate for public office.
- 5. DISSOLUTION:** Upon winding up and dissolution of the Corporation, the assets of the Corporation remaining after payment of all debts and liabilities shall be distributed to an organization recognized as exempt under section 501(c)(3) of the Internal Revenue Code of 1986 to be used exclusively for charitable and educational purposes. If the Corporation holds any assets in trust, such assets shall be disposed of in such a manner as may be directed by decree of the Circuit Court of the district in which the Corporation's principal office is located, upon petition thereof by the Attorney General or by any person concerned in the liquidation.

EXECUTION

These Articles of Incorporation are hereby executed by the incorporators on this 28th day of October, 2010.


Jonathan Parsons
President

Orlando, FL 32804


Jamie Beverly
Secretary

Maitland, FL 32751


Logan Donahoo
Vice-President

Winter Park, FL 32792


Ofir Eyal
Treasurer

Altamonte Springs, FL 32714

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Submit

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IRS Department of the Treasury
Internal Revenue Service

P.O. BOX 2508
CINCINNATI OH 45201

In reply refer to: 9999999999
Nov. 24, 2010 LTR 3367C S0
27-1933519 000000 00

00022671

BODC: TE

THE ORLANDO SISTERS INC
PO BOX 3665
WINTER PARK FL 32790



030498

Employer Identification Number: 27-1933519
Tax Form: 1023
Document Locator Number: 17053-316-31301-0
For assistance, call: 1-877-829-5500

Dear Applicant,

We received your application for exemption from Federal income tax and your user fee payment.

During the initial review process, applications for exemption are separated into three groups:

1. Those that can be processed immediately based on information submitted,
2. Those that need minor additional information to be resolved, and
3. Those that require additional development.

If your application falls in the first group or second group, you will receive your determination letter stating that you are exempt from Federal income tax or a request for information via phone, fax, or letter. If your application falls within the third group, you will be contacted when your application has been assigned to an Exempt Organizations specialist for technical review. You can expect to be contacted within approximately 90 days from the date of this notice.

IRS does not issue "tax exempt numbers" or "tax exempt certificates" for state or local sales or income taxes. If you need exemption from these taxes, contact your state or local tax offices.

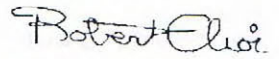
General information about the application process and tax-exemption can be found by visiting our website, www.irs.gov/eo. If you are unable to locate the information needed, you may call our toll free number shown above Monday through Friday. When communicating with us, please refer to the employer identification number and document locator number shown above.

Sign up for Exempt Organizations' EO Update, a regular e-mail newsletter that highlights new information posted on the Charities pages of irs.gov. To subscribe, go to www.irs.gov/eo and click on "EO Newsletter."

THE ORLANDO SISTERS INC
PO BOX 3665
WINTER PARK FL 32790

For other general information, tax forms, and publications, visit
www.irs.gov

Sincerely yours,



Robert Choi, Director
EO Rulings & Agreement



Florida Department of Agriculture & Consumer Services
CHARLES H. BRONSON, Commissioner
Tallahassee, Florida

November 10, 2010

Division of Consumer Services
2005 Apalachee Pkwy
Tallahassee FL 32399-6500
Phone: 1-800-HELP-FLA
URL: <http://www.800helpfla.com>

Refer To: CH33401

THE ORLANDO SISTERS, INC.
PO BOX 3665
WINTER PARK, FL 32790-3665

RE: THE ORLANDO SISTERS, INC.
REGISTRATION#: CH33401
EXPIRATION DATE: November 10, 2011

Dear Sir or Madam:

The above-named organization/sponsor has complied with the registration requirements of Chapter 496, Florida Statutes, the Solicitation of contributions Act. This registration is valid for one year and must be renewed prior to the registration expiration date indicated above. A COPY OF THIS LETTER SHOULD BE RETAINED FOR YOUR RECORDS.

In order to ensure that your file is complete, please provide a copy of your Internal Revenue Service tax determination letter.

Every charitable organization or sponsor which is required to register under s. 496.405 must conspicuously display the registration number issued by the Department and in capital letters the following statement on every printed solicitation, written confirmation, receipt, or reminder of a contribution:

"A COPY OF THE OFFICIAL REGISTRATION AND FINANCIAL INFORMATION MAY BE OBTAINED FROM THE DIVISION OF CONSUMER SERVICES BY CALLING TOLL-FREE (800-435-7352) WITHIN THE STATE. REGISTRATION DOES NOT IMPLY ENDORSEMENT, APPROVAL, OR RECOMMENDATION BY THE STATE."

The Solicitation of Contributions Act requires an annual renewal statement to be filed on or before the date of expiration of the previous registration. The Department will send a renewal package approximately 60 days prior to the date of expiration as shown above.

Thank you for your cooperation. If we may be of further assistance, please contact this office.

Sincerely,

CHARLES H. BRONSON
COMMISSIONER OF AGRICULTURE

Sherni Neal

Sherni Neal
Senior Analyst
850-410-3680
Fax: 850-410-3804
E-mail: neals@doacs.state.fl.us

POLICIES AND
PROCEDURES

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Missionary House Temporary Cross-Reference

Senior Novice Sister

Until such time as the Orlando Sisters become a recognized Fully Professed House of the Sisters of Perpetual Indulgence, it should be understood that any reference to, duties of or privileges of Fully Professed Sisters within this document will be interpreted to apply to all Senior Novice Sisters. During such time, Senior Novice Sisters will continue to wear a white veil in honor of the tradition of Missionary Sisters. Once the Orlando Sisters become a recognized Fully Professed House of The Sisters of Perpetual Indulgence, the term Senior Novice Sister, and this paragraph shall be considered null and void, and will be removed from this handbook.

Senior Novice Guard

Until such time as the Orlando Sisters become a recognized Fully Professed House of the Sisters of Perpetual Indulgence, it should be understood that any reference to, duties of or privileges of Fully Professed Guards within this document will be interpreted to apply to all Senior Novice Guards. Once the Orlando Sisters become a recognized Fully Professed House of The Sisters of Perpetual Indulgence, the term Senior Novice Guard, and this paragraph shall be considered null and void, and will be removed from this handbook.

Philosophy and Statement of Purpose

In 1979, the Motherhouse in San Francisco announced the reasons for our existence. We are an Order of post-modern nuns dedicated to the promulgation of omniversal joy and the expiation of stigmatic guilt. Our ministry is one of public manifestation and habitual perpetration. No more guilt!

Diversity

Originally our statement contained the phrase "Gay Male Nuns". Our vision and philosophy have broadened, become more inclusive and become more consistent with the other aspects of our mission. We are a queer family. "Queer" means the freedom to be an individual within a close-knit family of individuals: diversity and unity. The sisterhood, priesthood or any subset of the Sisters of Perpetual Indulgence (SPI) membership is open to all people. We gladly welcome all races, creeds, genders and sexual orientations. We are as diverse as our community; therefore we must be all inclusive and non-judgmental when it comes to our membership. Our rules are frequently bent and stretched. Sometimes they must be enforced strictly and other times loosely applied. However, our lengthy screening process for new members became necessary because people were joining with incompatible motives.

Social Activism

SPI members are, by their very nature, agents of political change. Some members wish to identify only with the social service or spiritual aspects of the Order, but there is no escape from the controversial and political qualities of the membership. Members of SPI plan demonstrations and affect various social issues or organize parties to raise money for charities. The entire membership participates.

Social Service

SPI printed the world's first safe sex pamphlet, and organized the first AIDS benefit. When we are asked, "Why are you mocking nuns?" we answer: "We are nuns!" We do all that traditional nuns have done for centuries. We have raised lots of money for AIDS and other social causes. We visit the sick, feed the hungry and generally service the community. We are 21st century nuns!

Freedom of Expression

In keeping with this philosophy, we believe there should be few restrictions on our artistic creativity. Although rare, at certain events the Sisters of Perpetual Indulgence require all Postulants, Novices and Fully Professed Members (FP) to wear traditional habits, which are usually accessorized with buttons, jewelry, hats, makeup, etc. Most of the time, we are encouraged to develop wild, abstract habits incorporating the whiteface makeup and wimple into the appearance. This allows the individual open and unrestricted expression. We are artists, as well as social activists, and our faces and bodies are our canvases.

Commitment

Although members attaining Fully Professed status are considered members for life, the road to that end is not an easy one. The Order requires its members, especially new ones, to demonstrate commitment to the ideals of the Order, the community at large and to the individuals that

comprise the Sisters of Perpetual Indulgence. As with all nuns, priests, clerics, shamans, Brahmins and other holy individuals around the world, there is inherent in their title an immense amount of self-sacrifice. SPI members may not always agree with each other on a particular direction that the Order is pursuing, but they are expected to work for the good of the group and the community. Many times since the founding of this Order, our members have made personal sacrifices so that the community would reap the full benefits of the efforts of SPI. Members have performed mundane but necessary services to the Order, participated in functions that they would not normally care to attend and given up some of their personal freedoms so that the group would flourish or even participated with group though they were in severe physical pain. This is what it is to be a nun, what it is to support the community and what it is to serve the human race.

Membership

Aspirants

A layperson begins his or her journey to becoming a member of the Order by first becoming an Aspirant. Due to the nature of our ministries, Aspirants, and all subsequent levels of progression beyond this position (Postulant, Novice Guard, Novice Sister, Fully Professed Guard & Fully Professed Sister), must be over the age of twenty one (21). Persons wishing to join The Orlando Sisters must state their intent at a general membership meeting. Once a statement of intent has been made, that individual becomes an Aspirant. There is no vote to determine whether an individual becomes an Aspirant.

Once an individual has become an Aspirant, there are several requirements and recommendations for this person before they can move on to the next level of progression.

- All Aspirants are required to attend all general membership meetings. If they are unable to attend these meetings, they must contact the Mistress of Nunlings in advance to explain why they cannot attend.
- All Aspirants are required to maintain a regular presence in the House for a minimum of three (3) general membership meetings.
- Aspirants are required to attend three (3) Orlando Sisters sponsored general manifestations.
- Aspirants are not considered members of The Orlando Sisters, and they should in no way identify themselves as such.
- It is recommended that the Aspirants interview as many of the Orlando Sisters during this time, as to get to know the members of the order. This will make it easier for them to choose a Big Sister/Big Brother.
- The Aspirant is encouraged to use this time to reflect upon his or her calling and to become better acquainted with the work and mission of the Sisters of Perpetual Indulgence.

Once these minimum requirements are met, the Aspirant may then request that the Mistress of Nunlings propose them for Postulant Status at the next general membership meeting.

Postulants

Postulants represent a level of membership that is senior to Aspirants, but still junior to Novice Guards, Novice Sisters, Fully Professed Guards and Fully Professed Sisters. Postulants are considered voting members, but they have no voting rights concerning the progressions of other members. They can neither serve as officers nor chair Orlando Sisters sponsored events.

Once an individual has become a Postulant, there are several requirements and recommendations for this person before they can move on to the next level of progression.

- Postulants are required to attend all general membership meetings. If they are unable to attend these meetings, they must contact the Mistress of Nunlings in advance to explain why they cannot attend.
- When they attend Orlando Sisters sponsored events, Postulants are required to be in habit/costume (see description of habits). If an event is mandatory, it must be approved by the general membership, and the Mistress of Nunlings must notify all new members at least thirty (30) days in advance.
- Postulants are required to maintain a regular presence in the Abbey over a minimum of three (3) months.
- Postulants are required to attend at least one (1) Novice Tea
- Postulants must select and maintain a Fully Professed Sister or Fully Professed Guard as a Big Sister/Big Brother.
- When in public, Postulants are required to be in the presence of their Big Sister/Big Brother or another Fully Professed Sister, and an acceptable presence is to be determined by their escort. Postulants may drive themselves to and from an event, but once they arrive at the event, they must immediately report to their assigned escort in a location that has been determined by their escort.
- Postulants must defer all media interviews to a Fully Professed Sister.
- Postulants are required to consult with the Mistress of Nunlings and their Big Sister/Big Brother regarding questions on the Order; it is the Postulant's duty to learn about the Order and SPI as a whole.
- It is recommended that Postulants participate and help process items at all general membership meetings.

After completing the minimum requirements, Postulants may request that their Big Sister/Big Brother recommend them for Novice status at the next regularly scheduled general membership meeting. Upon approval from a progression vote, the Postulant can choose to become a Novice Guard or a Novice Sister. Refer to "Approval of New Member or Progression" for further details on progression.

Novice Guard

The Novice Guard represents an intermediate level of membership that is intended to prepare the individual to become a Fully Professed Guard, and if a Novice Guard ever decides to become a Sister, they will start their journey from the Novice Sister role (see section below). The role of a Novice Guard is to assist and support the membership of the Order. They may be asked to set-up

and tear down materials for events (i.e. tables, décor, etc.), protect member's personal belongings during performances, carry banners/flags for parades, help guard members from harm, ease tensions when the need arises, carry extra bags of condoms for outreach activities and/or similar types of "physical" work. The role of a Guard is not to fetch drinks, carry an individual member's purse/bag or perform any other "personal, servant-like duties". Novice Guards are considered voting members, but they have no voting rights concerning progressions. Novice Guards are only allowed to chair an official Orlando Sisters event for their novice project. Novice Guards cannot serve as officers.

Once an individual has become a Novice Guard, there are several requirements and recommendations for this person before they can move on to the next level of progression.

- Novice Guards are required to attend all meetings. If they are unable to attend, they must contact the Mistress of Nunlings in advance to explain why they cannot attend.
- If the general membership establishes an event as mandatory, Novice Guards are required to attend, and the Mistress of Nunlings must notify all new members of this at least thirty (30) days in advance.
- Novice Guards are required to maintain a regular presence in the Abbey for a minimum of six (6) months.
- Novice Guards are required to attend a minimum of two (2) Novice Tea events during their novitiate.
- Novice Guards are required to maintain a Fully Professed Guard as a Big Brother.
- When in public, Novice Guards are required to be in the presence of their Big Brother or another Fully Professed Sister, and an acceptable presence is to be determined by their escort. They cannot appear in or minister to the public without a Fully Professed Sister/Fully Professed Guard present.
- Novice Guards are required to defer all media interviews to a Fully Professed Sister.
- Novice Guards are required to consult with the Mistress of Nunlings and their Big Brother regarding questions about the Order; it is the Novice Guard's duty to learn how to become a Fully Professed Guard.
- Novice Guards are required to complete a novice project.
- It is recommended that Novice Guards participate and help process items at all general membership meetings. This includes the provision of input on issues regarding the Orlando Sisters.
- It is recommended that Novice Guards be well versed with all training instruments of the Order, including the bylaws and this handbook.
- It is recommended that Novice Guards attend a self defense class.

Upon meeting the minimum requirements, Novice Guards may request that their Big Brother recommend them for Fully Professed Guard status at the next regularly scheduled general membership meeting. Refer to "Approval of New Member or Progression" for further details on progression.

Fully Professed Guard

The Fully Professed members decide the direction of the Order, the rules and all important aspects of the organization. The role of a Fully Professed Guard is to assist and support the membership of the Order. They may be asked to set-up and tear down materials for events (i.e. tables, décor, etc.), protect member's personal belongings during performances, carry banners/flags for parades, help guard members from harm, ease tensions when the need arises, carry extra bags of condoms for outreach activities and/or similar types of "physical" work. The role of a Guard is not to fetch drinks, carry an individual member's purse/bag or perform any other "personal, servant-like duties". Fully Professed Guards are voting members for life, except in the case of resignation, excommunication or temporary loss of voting privileges pursuant to the bylaws. Fully Professed Guards may chair Orlando Sisters sponsored events and help make decisions for the Order, but it is recommended that they defer all media interviews to a Fully Professed Sister. They may also serve as a Big Brother to Postulants and Novice Guards. Fully Professed Guards cannot hold office, except for the Mistress/Master of Protocol position. Fully Professed Guards must attend general membership meetings. Refer to "Approval of New Member or Progression" for further details on progression.

Novice Sisters

The Novice Sister represents an intermediate level of membership that is intended to prepare the individual to become a Fully Professed Sister, and if a Novice Sister ever decides to become a Guard, they will start their journey from the Novice Guard role (see section above). The role of a Novice Sister is not to fetch drinks, carry an individual member's purse or bag or perform any other "personal servant-like duties". Novice Sisters are only allowed to chair an official Orlando Sisters event for their novice project. They are considered members but have no voting rights concerning progressions and cannot be officers.

Once an individual has become a Novice Sister, there are several requirements and recommendations for this person before they can move on to the next level of progression

- Novice Sisters are required to attend all meetings. If they are unable to attend, they must contact the Mistress of Nunlings in advance to explain why they cannot attend.
- If the general membership establishes an event as mandatory, Novice Sisters are required to attend, and the Mistress of Nunlings must notify all new members of this at least thirty (30) days in advance.
- Novice Sisters are required to maintain a regular presence in the Abbey for a minimum of six (6) months.
- Novice Sisters are required to attend a minimum of two (2) "Novice Tea" events during their novitiate.
- Novice Sisters are required to maintain a Fully Professed Sister as a Big Sister.
- When in public, Novice Sisters are required to be in the presence of their Big Sister or another Fully Professed Sister, and an acceptable presence is to be determined by their escort. If *no* Fully Professed Sister is available and permission is obtained in advance, they may attend with another Novice or Postulant.
- Novice Sisters are required to defer all media interviews to a Fully Professed Sister.

- Novice Sisters are required to consult with the Mistress of Nunlings and their Big Sister regarding questions about the Order; it is the Novice Sister's duty to learn how to become a Fully Professed Sister of Perpetual Indulgence.
- Novice Sisters are required to complete a novice project.
- It is recommended that Novice Sisters participate and help process items at all general membership meetings. This includes the provision of input on issues regarding the Orlando Sisters.
- It is recommended that Novice Sisters be well versed with all training instruments of the Order, including the bylaws and this handbook.
- It is recommended that Novice Sisters attend a self defense class.

Upon meeting these minimum requirements, Novice Sisters may request that their Big Sister recommend them for Fully Professed Sister status at the next regularly scheduled general membership meeting. Refer to "Approval of New Member or Progression" for further details on progression.

Fully Professed Sisters

The Fully Professed Sisters serve as the primary leadership of the Order. They decide the direction, the rules and all important aspects of the Order. Fully Professed Sisters are voting members for life, except in the case of resignation, excommunication or temporary loss of voting privileges pursuant to the bylaws. Fully Professed Sisters may chair Orlando Sisters sponsored events. They may also serve as a Big Sister to Postulants and Novice Sisters. Fully Professed Sisters are allowed to hold any of the following offices: Mistress of Disorder/President, Mistress of Nunlings/Vice-President, Mistress of Alms/Treasurer, Mistress of the Quill/Secretary and Mistress of Protocol/Board Member at Large. Fully Professed Sisters must attend general membership meetings. Refer to "Approval of New Member or Progression" for further details on progression.

Sabbatical

A Fully Professed Member may request a vacation/holiday from Orlando Sisters duties, activities and participation by delivering a letter to the President stating this desire. The length of the sabbatical can be as long as the member desires. They forfeit all voting rights, the right to chair committees and the right to mentor new members. During a sabbatical, a member may not manifest as an Orlando Sister without a dispensation voted on by the general membership of the Orlando Sisters.

Saints

A Saint is a layperson whose life and accomplishments are in keeping with the Order's philosophy and statement of purpose. Any member past the Postulant level may recommend a person for canonization, but the candidate must be voted on by fifty percent (50%) plus one (1) of the general membership at a meeting. A canonization to celebrate the person's life and accomplishments may be performed as a public fundraiser for that Saint's favorite charity, or it can take place at any event that is agreed upon by both the General Membership and Saint (i.e. banquet, drag show, comedy roast, anointing, baptismal ritual, bungee jumping, etc.). Saints are not considered members of the Order. They have no membership rights (i.e. voting, progression, etc.), and they cannot speak to the press or the community on behalf of the Order.

Angels

An Angel is a layperson who has made some sort of contribution to the Order. This can include, but is not limited to, contributing money/materials or performing some technical service (i.e. hairdresser, seamstress, interpreters, legal counsel, light/sound technician, etc.). Any member past the Postulant level may recommend a person for canonization, but the candidate must be voted on by fifty percent (50%) plus one (1) of the general membership at a meeting. Angels are not considered members of the Order. They have no membership rights (i.e. voting, progression, etc.), and they cannot speak to the press or the community on behalf of the Order.

Approval of New Members and Progression

Big Sisters or Big Brothers may propose a candidate for progression at general membership meetings. At the general membership meeting prior to the vote on the candidate, the candidate will submit a resume to the Fully Professed Sisters and Fully Professed Guards that details the work they have done in the service of the Order. With the exception of visiting Fully Professed members, all nonvoting members and visitors are to leave the room before the Fully Professed Sisters and Fully Professed Guards interview the candidate. After this departure, the candidate will be questioned by the Fully Professed Sisters and Fully Professed Guards that are present at the meeting on a number of topics pertaining to our mission. After this interview, the candidate will be asked to leave the room while the Fully Professed Sisters and Fully Professed Guards discuss and vote on the candidate. Progression must be approved by a 50 % + 1 majority vote. After the vote is taken, the individual is invited back into the room and the candidate is informed of the result and reasons for the approval or denial. Quite often, new members who have completed all requirements are still not approved due to a number of reasons (i.e. needing more time to develop, perfect some skills, needing work on dependability or commitment, etc.). This is done with great compassion. Occasionally, it is determined that potential new members are not suitable for the Order and great compassion is exercised in informing that person. This is usually done by the Big Sister/Big Brother and/or the Mistress of Nunlings. Procedures for progressing to Postulant, Novice Guard, Novice Sister, Fully Professed Guard and Fully Professed Sister status are identical.

Big Sisters & Big Brothers

Any Fully Professed Sister may be a Big Sister to a Postulant or Novice Sister. Any Fully Professed Guard may be a Big Brother to a Postulant or Novice Guard. Big Sisters/Big Brothers review the performance and behavior of the new members, make reports to the Mistress of Nunlings and general membership, answer new member's questions and act as a liaison between the new member and the Fully Professed Sisters. They encourage new members to discover a name that fits the individual's character and offer costuming and makeup ideas. They are expected to educate the new member on what it is to be a member as well as what the group will expect of them. A Fully Professed Sister may mentor no more than one (1) Postulant and one (1) Novice Sister at any given time. A Fully Professed Guard may mentor no more than one (1) Postulant and one (1) Novice Guard at any given time. Due to potential conflicts, members may not sponsor or act as a Big Sister/Brother to their spouse, roommate or significant other.

Transitioning Sisters

When a Fully Professed member from another active House of Perpetual Indulgence relocates and wishes to join the Orlando Sisters, that Fully Professed member must present a letter of recommendation from their previous House. To be considered a valid recommendation, the House issuing the letter of recommendation must be considered active and the prospective Fully Professed Member must have been active in that House. For purposes of this section, an active House of Perpetual Indulgence is considered such when they are performing work in accordance with the overall mission of the Sisters of Perpetual Indulgence on a continuing basis.

Upon presenting the letter of recommendation, the new Fully Professed Member will participate in a three (3) month observation of the Orlando Sisters. The Fully Professed member will wear the traditional headpiece of his/her former House with a veil of their choosing. Fully Professed Guards that are transitioning from another house must follow the dress code of a Guard as described under "Description of Habits" in this handbook. The transitioning Fully Professed member will have the voting rights appropriate to a novice and will be entitled to attend all meetings of the Fully Professed Sisters membership to observe the process and provide insight. The transitioning Fully Professed member may not vote on progressions or matters brought before the Fully Professed membership for a vote.

Upon the conclusion of the three (3) month observation period, the transitioning Fully Professed Member may request to be considered a Fully Professed Sister within the Orlando Sisters.

Transitioning Fully Professed members seeking to join the Orlando Sisters who cannot present a letter of recommendation from an active House of Perpetual Indulgence will be required to serve a six (6) month period as a Novice and will be subject to the rules of the Orlando Sisters governing Novices.

Transitioning Novices and Guards from other houses wishing to join the Orlando Sisters must also present a letter of recommendation as described above. Novices will begin their journey with the Abbey starting with the beginning of the Novice period. Guards will remain guards (subject to the rules governing Guards) and must maintain a Big Sister/Big Brother as a sponsor for a period of six (6) months.

Missionary Member

A Missionary Member is any Fully Professed Member that is unable to participate with the Abbey due to physical proximity but who wishes to continue serving the Order in an area that is not within a close proximity to an existing House of The Sisters of Perpetual Indulgence. They may be recommended for Missionary status if approved by a fifty percent (50%) plus one (1) of the eligible voting members present. They receive a copy of the Missionary document to substantiate their position in the Order. Missionaries are expected to keep in contact with the Order in writing regarding their activities, with the Mistress of Nunlings. Missionaries shall have their status reviewed semiannually by the Board of Directors and the Mistress of Nunlings.

Membership Closure

Voting members may vote by fifty percent (50%) plus one (1) to close the Order to new members for a specified period of time.

Appearance

Cleanliness is next to Godliness, and members of the Order are expected to maintain a standard of hygiene. Bathing, brushing teeth, use of deodorant and the judicious use of perfume or cologne is greatly appreciated by fellow members and the community at large. Formal and festive habits should be kept clean and in good repair. Each member's ensemble should be appropriate to the event (i.e. no G-strings for formal events). Each member should be prepared to maintain his/her own ensemble. If a habit needs extra attention, that member should be prepared to bring any necessary materials to the event to maintain that ensemble (i.e. extra latex, safety pins, makeup, etc.). Members also need to be responsible for their ensemble decisions. For example, unless a member is comfortable walking in ultra-high heels for four to five hours at a time, those heels would not be a good ensemble choice for events that require long periods of uninterrupted walking (i.e. Gay Pride).

Description of Habits

Postulants

Postulants are required to wear "whiteface" makeup and use colorful accents for the face. In order to symbolize their silence and observance of the Order, Postulants are required to exclude the use of any color other than "whiteface" makeup on the mouth. Unless directed otherwise by the Mistress of Nunlings, Postulants are required to wear the gray cotton jumper-style dress, and headpiece provided by the Orlando Sisters, and a white collared shirt of their choosing. If it has been pre-approved by the Mistress of Nunlings, a Postulant may accessorize their headpiece with a single piece of jewelry in the center front of the headband.

Novice Guards/Fully Professed Guards

Novice Guards and Fully Professed Guards are to wear "whiteface" makeup, and they are allowed to accent/embellish this makeup in any way they wish. The outfit should not resemble street clothing. Both the makeup and the outfit are required to remain masculine in nature. There are no requirements regarding a headpiece for guards.

Novice Sisters

Novice Sisters are to wear "whiteface" makeup and accent this in any way they wish. Novice Sisters must maintain a traditional habit and at least one other "festive" habit, which can be any color or abstract design of the member's choosing. Unless directed otherwise by the Mistress of Nunlings, they must also wear a traditional headpiece of Orlando with a white veil to all events. If it has been pre-approved by the Mistress of Nunlings, a Novice Sister may accessorize their headpiece. Normally, a Novice Sister will manifest in a habit of their choosing, but from time to time, a specific habit will be required of a Novice Sister for a specific event. When this occurs, the attire will be discussed and agreed upon prior to the event in question.

Fully Professed Sisters

Fully Professed Sisters have the right to appear as nuns or priests at their discretion. Generally, Fully Professed Sisters are to wear "whiteface" makeup and accent this in any way they wish. Fully Professed Sisters must maintain a traditional habit and at least one other "festive" habit, which can be any color or abstract design of the member's choosing. When dressed as nuns, they generally wear a traditional headpiece of Orlando with a black or colored veil of their choosing. If they dress as a priest, they can wear a black or colored priest shirt and collar.

Normally, a Fully Professed Sister will manifest in a habit of their choosing, but from time to time, a specific habit will be required of a Fully Professed Sister for a specific event. When this occurs, the attire will be discussed and agreed upon prior to the event in question.

Personal Conduct

Behavior

Members of the Order **are** the Abbey of St. Gertrude de Nivelles, and their attitude and actions should reflect positively on fellow members and the Abbey as a whole. Internal Abbey affairs are never to be discussed in public by any member of The Orlando Sisters. Members must take personal responsibility for their actions and attitude at all times. At any time these actions or attitudes do not reflect positively on the Abbey and it is brought to his/her attention, the member should consider modifying his/her attitude or excuse him/herself from the event.

Members of the Order need to establish for themselves exactly **how** much consumption of alcohol is appropriate. All members need to be aware of each other and the surroundings. No member should ever feel it is not his/her place to politely speak up if problems arise. Members should **never** feel uncomfortable around other members.

Members should be aware that they are servants of the community, and as such, should not expect free drinks, cover, line jumping or other special considerations. Members should expect to pay their own way and show appreciation (i.e. leave tips) when gratuities are offered. In general, members need to bring "mad money" to events in case cabs are required or any other unforeseen expense.

Accountability

If a concern with a certain member's conduct or attitude should arise, action will be taken along the following guidelines:

1. First Strike: The incident is brought to the offending member's attention in a diplomatic manner by a Fully Professed Member.
2. Second Strike: If Step 1 fails, the matter is brought to the Board's attention, and the Board will intercede as it sees fit.
3. Third Strike: If Step 2 fails, the Board will bring the matter before the Fully Professed Membership for disciplinary actions.

Suspension

The Fully Professed Membership may temporarily suspend, by a seventy-five percent (75%) plus one (1) vote, any member's rights or privileges, as set forth in this manual or in the bylaws. Suspension is for behavior that is deemed egregiously inappropriate. These rights or privileges may include, but are not limited to, the following:

- Voting privileges
- Appearance in habit
- Public representation of the order
- Chairing committees

- Mentoring new members

Once suspended, a seventy-five percent (75%) plus one (1) vote of the Fully Professed Membership is required to reinstate any rights or privileges.

Excommunication

A seventy-five percent (75%) plus one (1) majority of the Fully Professed Members at two (2) consecutive general membership meetings must approve the permanent expulsion of another member. **This instrument is used as an absolute last resort after all other efforts over an extended period of time have been exhausted. Only the most grievous and offensive actions are subject to this instrument.**

Elections

The officers of The Orlando Sisters are the backbone of the Order. They serve the general membership as well as the Board of Directors. They have special responsibilities and authority. Only Fully Professed Members in good standing may hold office.

Board Elections

The terms for Officers will be two (2) years, and the term for the Mistress of Protocol (Board Member at Large) will be one (1) year. The Mistress of Disorder (President) and Mistress of the Quill (Secretary) will be elected in Odd years (i.e. 2011, 2013, 2015, etc.), and the Mistress of Nünlings (Vice-President) and Mistress of Alms (Treasurer) will be elected in Even years (i.e. 2010, 2012, 2014, etc).

Board elections will be held in the following sequence:

1. Nominations will be open during the general membership meeting immediately preceding the Annual Membership Meeting for expiring offices.
2. Nominations will be reopened during the Annual Membership Meeting.
3. Nominations will be closed by the officiating officer.
4. Each nominee will accept or decline.
5. Each candidate will be given the opportunity to address the membership.
6. Voting will commence for each office individually via secret ballot.
7. Ballots will be counted by the two officers whose position is not expiring.
8. A candidate must receive fifty percent (50%) plus one (1) of the eligible votes to be elected.
9. In the event that no candidate receives fifty percent (50%) plus one (1) of the eligible votes, a runoff election will take place between the two candidates that received the most votes. The candidate with the highest number of votes will win the election.
10. Winners of the election will take office at the close of the Annual Membership Meeting.

Board Positions

Mistress of Disorder (President)

The Mistress of Disorder (President) convenes and notifies members of general membership meetings as well as chairs general membership meetings. She compiles agendas for the general membership. She presents information at general membership meetings. She ensures all other officers and committee chairs are fulfilling their duties. She is responsible for insuring that the Corporation is conducting business in accordance with laws and guidelines governing 501(c)3 non-profit organizations. The Mistress of Disorder (President) is the official Chief Executive of the Order and the official spokesperson when one is required.

Mistress of Nunlings (Vice-President)

The Mistress of Nunlings interviews Postulants and Novices regarding their progression. She answers members' questions regarding The Orlando Sisters rules, history, etc. She makes reports at general membership meetings regarding the status of various members and distributes The Orlando Sisters habits to Novices and Postulants. She communicates with and tracks sabbaticals and Missionaries. She is responsible for distributing all training instruments to Novices and Postulants. She shall hold a "Novice Tea" at least once a quarter to explain the instruments of the Order and to help new members express their ideas and problems in a "safer" environment. The Mistress of Nunlings is ultimately the individual in charge of all Novices and Postulants.

Mistress of the Quill (Secretary)

The Mistress of the Quill takes and disseminates minutes of all general membership meetings to members. She is responsible for seeing that an accurate attendance record is kept. She is also responsible for maintaining and distributing the official mailing list of the Order. She serves as the alternate representative to the United Nuns Privy Council and is the direct liaison with the Co-Mistresses of Missions. The Mistress of the Quill is the official Secretary of the Order.

Mistress of Alms (Treasurer)

The Mistress of Alms deposits money in the Orlando Sisters bank accounts, balances checkbooks and writes checks. She presents financial reports at general membership meetings. She will file forms with federal and state governments (i.e. taxes, etc.) in accordance with laws and guidelines governing 501(c)3 non-profit organizations. She will solicit foundations for grants. The Mistress of the Alms is the official Chief Financial Officer of the Order.

Mistress/Master of Protocol (Board Member at Large)

The Mistress/Master of Protocol is charged with keeping track of the Policies, Procedures, Bylaws and any other rules of the Order. His/her duties shall include the clarification of any written rules of the Order and to help settle any disputes that might arise due to these rules. In addition, he/she may serve as a membership advocate. He/she assists the officers of the board in their duties. He/she serves as the official delegate to the United Nuns Privy Council.

Mistress and Master Roles

The Mistresses/Masters of Orlando Sisters are functionaries of the Order. They serve the general membership as well as the Board of Directors. They have special responsibilities and authorities. They are appointed by the Board and are approved by the House following the

Annual Membership Meeting. Only Fully Professed Members in good standing may hold these positions.

Mistress/Master of Archives (Archivist)

The Mistress/Master of Archives is the person who takes responsibility to care for historical records, documents, props, etc. for the Order.

Mistress/Master of Propaganda

The Mistress/Master of Propaganda is charged with overseeing the creation of press releases, written web content, publicity and other written documents that are used to market the "brand" of the Orlando Sisters.

Mistress/Master of Aesthetics

The Mistress/Master of Aesthetics is charged with overseeing the presentation of graphic images and layouts used in posters, fliers and the website. He/she is also charged with regulating the standards and usage of the official logo of the Orlando Sisters.

Mistress/Master of the Web

The Mistress/Master of the Web is charged with maintaining the structure and functionality of the official Orlando Sisters website (www.orlandosisters.org) and any other web pages maintained by the Orlando Sisters.

Mistress/Master of Playfair

The Mistress/Master of Playfair is charged with overseeing the Orlando Sisters' safer sex outreach programs. He/she maintains inventory of outreach supplies and schedules regular safer sex outreach manifestations, insuring that we target many different factions of the local community.

Mistress/Master of Habits

The Mistress/Master of Habits is charged with overseeing the inventory and production of headpieces and formal habits of the Orlando Sisters.

Mistress/Master of Tchotchkies

The Mistress/Master of Tchotchkies is charged with overseeing the conceptualizing, ordering and sales of branded clothing, trinkets and theme-related give away items that are requested by the Orlando Sisters.

Mistress/Master of Rituals and Saints

The Mistress/Master of Rituals and Saints is charged with maintaining contact information and records of all Saints and Angels. He/she oversees the creation of certificates for Saints and Angels. He/she is also a resource to the general membership for the inspiration of blessings, ceremonies and rituals that may be, at times, a part of events or manifestations.

Mistress/Master of Bridges

The Mistress/Master of Bridges is charged with maintaining a current contact list for businesses that the Orlando Sisters may choose to work with, including:

- Local Charities whose work is in line with the Mission of the Orlando Sisters
- Nightclubs and other venues that may be good locations for Sister Events

- Local businesses that may support the work of the Orlando Sisters with donations, either financial or goods for raffles, door prizes, or give-aways

Meetings

Quorum

Official decisions may only be made at general membership meetings, annual membership meetings and board meetings that are attended by fifty (50) percent plus one (1) of the eligible voting membership, which would constitute quorum.

General Membership Meetings

General membership meetings are open to anyone who would like to attend. An agenda is followed. Robert's Rules of Order and consensus are both used as informal guidelines during meetings. Any member or guest may bring an item to the floor and engage in discussion. A quorum of eligible voters, as defined in the voting section of this document, must be present for any motions to be considered. A motion is proposed and seconded only by voting members. **A vote is taken to make any decision official.** Proxies are not accepted on any vote. Committees may be set up to further deal with any issues and report back to the general membership.

Annual Membership Meetings

The last general membership meeting in May is set aside for the election of Board Members and is called the Annual Membership Meeting.

Board of Directors Meetings

Board of Directors meetings are business meetings where important corporate matters are decided, and the basic direction of the Order is established. Board of Directors meetings are open to anyone who would like to attend.

Committee Meetings

Committee meetings are for working out the details of a specific or ongoing project. The Orlando Sisters have perpetual committees such as Play Fair, Web and Granting. The committee may be comprised of members of the Orlando Sisters as well as specific nonmembers such as an "entertainment coordinator" or a consultant. Only Fully Professed Members may chair a committee with exception to "official novice projects", where a novice member may chair his/her own committee. Upon formation of a committee, the general membership votes immediately to approve a chairperson. Committees also follow basic parliamentary procedure such as Robert's Rules of Order and consensus. Nonmembers may attend committee meetings.

Novice Teas

Novice Teas are meetings that offer an environment in which sponsored Postulants and Novices may discuss in confidence their anxieties, concerns and shared situations with the other new members and the Mistress of Nunlings. These meetings help facilitate solutions for special situations that arise from time to time between new members and other members of the Order or the public. These informal sessions are set up to be fun and social, as well as instructional and insightful. Novice Teas may only be attended by Postulants, Novice Guards, Novice Sisters and the Mistress of Nunlings. Any other member of the Order may attend at the specific invitation of the Mistress of Nunlings. Novice Teas are closed to all nonmembers and shall be held at least quarterly.

Fully Professed Teas

Fully Professed Teas are meetings in which Fully Professed Members discuss the details of mentoring new members, insuring that there is consistency in the methods used by each Big Sister/Big Brother as the mentor new members. These gatherings also help facilitate solutions for special situations that arise from time to time. These informal sessions are set up to be fun and social, as well as insightful. Fully Professed Teas may only be attended by Fully Professed Members and shall be held at least quarterly, as set by the Mistress of Disorder/President. Any other member of the Order may attend at the specific invitation of the President.

Retreats

Retreats are meetings of the membership that typically extend for a full day or more. They are usually held in a secluded location where the group can concentrate on better getting to know each other and the Order. Although no "official" business is conducted at these meetings, they can be both formal and/or parties. They may be open to member classification as voted on by the general membership prior to the Retreat. Retreats are not usually open to nonmembers, unless a professional is hired to facilitate a specific workshop.

Official Events

To qualify as an official event, the event must be approved by a vote of fifty (50) percent plus one (1) of voting members and meet any of the following requirements:

- The event is solely sponsored by the Orlando Sisters,
- The event is cosponsored by the Orlando Sisters, or
- The Orlando Sisters is a beneficiary.

Financial Policy and Procedures

To provide sound stewardship of the financial resources entrusted to us by our Community, it is the policy of the Orlando Sisters, Abby of St. Gertrude de Nivelles, to maintain an effective system of internal fiscal controls.

Bank Accounts

Business Checks will be printed with the Orlando Sisters post office box address and two signature lines (provided the bank can accommodate). The Signatories on the Orlando Sisters Checking Account will be the four (4) legal officers. Any Check over \$500 will require two (2) Signatures (provided the bank can accommodate). No officer can sign a check payable to him/herself, or their spouse, significant other, roommate or business that is an interested party. The Mistress of Alms (Treasurer) will maintain the only debit card for the organization.

Cashbox and Money Raised

The petty cash amount in the cashbox shall be \$75.00, containing small bills (normally 1's and 5's). The Cashbox will be maintained by the Mistress of Alms (Treasurer). Petty cash amounts larger than the standard \$75.00 need to be pre-arranged with the Mistress of Alms (Treasurer).

In addition, arrangements need to be made at least one (1) week prior to the day/night of the event with the Mistress of Alms (Treasurer) to pick up the cashbox.

All event donations must be handled in the following manner:

- Post event cash must be counted by two (2) members in a secure location prior to leaving an event.
- Only Novice Members and above (no Aspirants or Postulants) may count or verify event cash.
- A "Post Event Cash Count Form" must be completed and signed by two members before leaving an event.
- The transfer of cash box/ funds to the Mistress of Alms (Treasurer) must be completed within three (3) days of the event. In the event the Mistress of Alms (Treasurer) is not available, the cashbox should be given the Mistress of Disorder (President).
- At no time should event cash be used for event related expenses.
- The cashbox must be monitored at all times by the point nun of the event or by a designated Fully Professed Member
- The collection of monies at the event can be done by all members of the House
- No funds will be distributed to beneficiaries prior to the deposit.

It is understood that revenue from events sponsored by other organizations for which the Orlando Sisters are providing assistance, are not required to be deposited into the Orlando Sisters bank account. Unsolicited donations of less than \$100, collected by a sister or a guard, should be turned in to the Mistress of Alms (Treasurer) or the Mistress of Disorder (President) at the next General Membership Meeting. A written receipt of the donation will be given to the sister or guard as a paper trail of the transaction.

Expenses and Check Reimbursements

Orlando Sisters expense reimbursements will only be dispersed after the following criteria are met:

- A completed "Check Reimbursement Form" must be submitted within two (2) weeks of the expense.
- The Reimbursement must be approved by two (2) board members of the Orlando Sisters.
- Expenses incurred by a board member must be approved by two (2) other board members.
- Original receipts or other documentation of the expense(s) must be attached to the "Check Reimbursement Form"

Any reimbursement forms received after the cut-off times will not be honored and shall be considered as a donation from the individual to the Orlando Sisters. Circumstances which do not fit into the above timelines must be pre-approved by two (2) officers, one (1) of whom must be the Mistress of Alms (Treasurer). Checks for amounts larger than \$500 require signatures from two (2) officers, one (1) of whom must be the Mistress of Alms (Treasurer).

Orlando Sisters check requests will only be completed after the following criteria are met:

- A completed "Check Request Form" must be submitted.
- The request must be approved by two (2) board members of the Orlando Sisters.

- Requests submitted by a board member must be approved by two (2) other board members.
- An official Estimate, Proposal or Invoice must be attached to the "Check Request Form".

Under no circumstances shall a pre-signed, blank check be issued.

Donation Acknowledgement Letters

Letters of acknowledgement for donations in check form of \$25 or greater will automatically be sent by the Mistress of Alms (Treasurer). Donation checks less than \$25 will not automatically be issued a letter of acknowledgement, but it can be requested. Letters of acknowledgement need to be signed by the Mistress of Alms (Treasurer) for validation. A written receipt shall be given for cash donations that are more than \$25 at the time of donation.

Rule Changes

Fifty (50) percent plus one (1) of the Fully Professed Membership must approve changes and additions to this document at two (2) consecutive general membership meetings at least forty-eight (48) hours apart. If any conflict arises regarding this document and the Orlando Sisters Bylaws, the Bylaws shall supersede this manual.

Dispensation

A dispensation is a temporary exception to the policies and procedures granted by a fifty percent (50%) plus one (1) vote of the Fully Professed Membership.

Voting

All members (Postulants, Novice Members and Fully Professed Members) in good standing will have the right to vote at general membership meetings. Fully Professed Members are the only members permitted to vote on:

- Progressions
- Amendments to policies and procedures
- Suspensions
- Excommunications

A member shall be considered in good standing if:

- He/she has attended a minimum of one out of three prior general membership meetings
- He/she is not on sabbatical
- He/she has not been censured nor had any voting rights restricted by the general membership.

A Member may be restored to a position of good standing once he/she has attended a general membership meeting in its entirety.

Internet Voting

Occasionally, urgent matters will create the need for a vote between general membership meetings. Great care should be taken by the Mistress of Disorder (President) to use internet

voting only when time does not permit the decision to be made at the next general membership meeting. In the case of an internet vote, the question must be communicated in exactly the same format to all members, and all votes must be cast within 48 hours. Standard rules of quorum apply. An internet vote, however, must be unanimous in order to pass. In other words, any no-vote on an internet vote will result in a failure of the motion. Any failed internet vote will again be called at the next general membership meeting for reconsideration, if time permits.

Grievances

Grievance procedures are a means of dispute resolution that can be used to address complaints by members against The Orlando Sisters as a whole. Grievance procedures are intended to allow The Orlando Sisters to hear and resolve complaints in a timely and cost-effective manner, before they result in litigation. Each member shall have the right to bring any grievances forward in a safe and just manner, without worry or risk to their position within the Corporation. The corporate Mistress of the Quill (Secretary) must receive a letter of request for mediation and a copy of the request is then forwarded to the chair of the Mediation Committee and the Mistress of Disorder (President). The Mistress of Disorder (President) shall appoint no less than three (3) persons to serve on the Mediation Committee. Members may be temporarily removed or added from this committee to guarantee a lack of bias or prejudice against the parties involved in the mediation request. The chair shall call a Mediation Committee meeting.

The first step will be to determine if this is a proper grievance to be investigated by this Corporation. Those actions that violate city, state or federal law should be referred to the proper authorities by the requester, not by the Corporation. At the option of the Mediation Committee, and with the permission of the aggrieved parties, the committee may attempt to reconcile the differences without outside assistance. If that attempt is unsuccessful, then an outside, impartial mediator will be contacted by the Committee. The mediator will meet individually with both parties and then arrange a joint meeting for resolution. Each party will be allowed to bring one witness, notarized statements from witnesses and one member of their support network (this person will not be able to address the mediator, the situation or the other parties involved). Guidelines for appropriate behavior will be drawn up and agreed upon by all parties. Repeated violation or disregard for these guidelines will result in either removal from the site or adjournment of the mediation. If the mediator cannot affect a satisfactory resolution, he/she will make a recommendation to the Mediation Committee and, subject to the approval by the Board, may suggest further action, including total dismissal of the grievance.

Sexual Harassment

For the purposes of the sexual harassment section, the following terms will be defined as:

- **Quid Pro Quo Harassment** occurs when a member's submission to, or rejection of, sexual advances becomes the basis for organizational decisions or tangible benefit or detriments.
- **Hostile Volunteer/Work Environment Harassment** occurs when unwelcome sexual jokes, innuendo, comments or actions create an offensive volunteer/work environment.

The Orlando Sisters, Inc. has a strong commitment that all members should enjoy an environment free from all forms of discrimination, including sexual harassment. Sexual harassment is any unwelcomed or unsolicited sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.

Sexual harassment is **illegal** and **will not be tolerated**. Therefore, the Orlando Sisters, Inc. has implemented a sexual harassment policy that will treat sexual harassment as any other form of serious member misconduct. Conditions which constitute harassment on the basis of sex and/or sexual identity include any unwelcomed sexual advances, requests for sexual favors or other verbal and/or physical sexual conduct when:

- Submitting to such conduct is made a term or condition of elevation;
- Submitting to or rejecting such conduct is used as the basis for membership or elevation decisions; or
- Such conduct creates an intimidating, hostile or offensive volunteer/work environment.

Inappropriate behavior and/or conduct, based on the above information, is strictly prohibited and performance of this behavior is grounds for disciplinary action up to and including excommunication from The Orlando Sisters, Inc.

While Quid Pro Quo Harassment is typically clear because a volunteer/employee is either rewarded or damaged in return for sexual favors, Hostile Volunteer/Work Environment Harassment is not always as recognizable. Because much of the work we do is in a sexually charged environment, the impact of the behavior, not the intent of the person doing the act, determines if sexual harassment has occurred. Always remember that "unwelcome" is decided by the impact on recipient of the behavior, not the intent of the person initiating the behavior. Also, a hostile environment can be created when a third party witnesses sexual behavior, conduct or comments between two or more consenting people and finds such activity "unwelcome" in the volunteer/work environment.

Some example questions to ask yourself prior to initiating questionable behavior include:

- Would I want this on the evening news?
- Is there equal power, initiation and participation between me and the person I'm interacting with?
- Would I do this if my significant other were standing next to me?
- Would I want someone to do this to my significant other?

Some behavior to consider whether appropriate or not:

- Making propositions.
- "Touching" or "brushing" improperly.
- Repeatedly asking another person out.

If a member has experienced any form of sexual harassment, Quid Pro Quo or Hostile Volunteer/Work Environment, all members shall follow the following procedures to report the incident:

- The member shall **immediately** report the harassment to a board member of The Orlando Sisters, Inc.
- Member-to-member and/or member-to-nonmember harassment shall be reported to a board member of The Orlando Sisters, Inc.

No board member or other member may retaliate or discriminate against any member for filing a complaint. Anyone acting in such a manner will be subject to disciplinary action up to, and including, excommunication from the Orlando Sisters, Inc.

Each and every allegation will be taken seriously, investigated thoroughly and completely, and an appropriate course of action will be taken to resolve the situation in the most expeditious means possible by law.

Whistle Blower

The Orlando Sisters, Inc. requires directors, officers, and members to observe high standards of ethics in the conduct of their duties and responsibilities. As representatives of the Organization, we must practice honesty and high integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

It is the responsibility of all directors, officers and members to report violations or suspected violations in accordance with this Whistle Blower Policy. No director, officer or member who in good faith reports a violation of the code shall suffer harassment, retaliation or adverse consequences. A member who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including excommunication from The Orlando Sisters, Inc. This Whistle Blower Policy is intended to encourage and enable members and others to raise serious concerns within The Orlando Sisters, Inc. prior to seeking resolution outside The Orlando Sisters, Inc.

The Policy addresses The Orlando Sisters, Inc.'s open-door policy and suggests that members share their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, the Mistress of Protocol (Board Member at Large) is in the best position to address any area of concern. Members are encouraged to speak with someone whom he/she is comfortable approaching. Board members are required to report suspected violations of the Whistle Blower Policy to the Board, who has specific and exclusive responsibility to investigate all reported violations. For suspected fraud, or when members are not satisfied or uncomfortable with following the Organization's open-door policy, he/she should contact the Orlando Sisters, Inc. Mistress of Disorder (President) directly.

The Mistress of Disorder (President) is the Compliance Officer for the Orlando Sisters, Inc. He/she is responsible for investigating and resolving all reported complaints and allegations concerning violations of policy and shall advise the Board. The Compliance Officer has direct access to the Board and is required to report to the Board at least annually on compliance activity.

The Board shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The Mistress of Disorder (President) shall immediately notify the Board of any such complaint and work with the Board until the matter is resolved.

Anyone filing a complaint concerning a violation or suspected violation of policy must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of policy. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offence and the Mistress of Disorder (President) must file a formal grievance on behalf of the Orlando Sisters, Inc.

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously to the Mistress of Protocol (Board Member at Large). Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct adequate investigation.

The Mistress of Protocol (Board Member at Large) will notify the sender and acknowledge receipt of the reported violation or suspected violation within five (5) business days. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.



Bylaws of The Orlando Sisters, Inc.
A Florida Nonprofit Corporation

ARTICLE I CORPORATE NAME

The name of this Corporation shall be The Orlando Sisters, Incorporated.

ARTICLE II OFFICES

SECTION 1: PRINCIPAL EXECUTIVE OFFICE.

The Corporation's principle executive office shall be fixed and located at such place as the Board of Directors (Board) shall determine within the State of Florida. The Board is granted the power and authority to change said principle executive office from one location to another.

SECTION 2: OTHER OFFICES.

The Board may, at any time, establish branch or subordinate offices at any place or places where the Corporation is qualified to do business.

ARTICLE III OBJECTIVES AND PURPOSES

SECTION 1: SPECIFIC PURPOSE.

A. This Corporation is a nonprofit public benefit Corporation and is not organized for the private gain of any person. It is organized under the Nonprofit Public Benefit Corporation Law for charitable purposes.

B. The primary purpose of The Orlando Sisters, Inc. is to perform public service, present theatrical productions and educate the public.

SECTION 2: GENERAL PURPOSE.

The general purpose of the Corporation shall be to educate the community on safety and health issues, promote awareness, ritual enlightenment and the abolishment of bigotry and hatred. The Orlando Sisters shall work to raise funds for charitable organizations. The Members of the Orlando Sisters shall work to bring an end to stereotypes of all kinds.

ARTICLE IV NONPARTISAN ACTIVITIES

The Corporation has been formed under the Florida Not For Profit Corporation Act, the purposes described above, and it shall be nonprofit and nonpartisan. No substantial part of the activities or earnings shall be used to publish or disseminate materials whose purpose would be to attempt to influence legislation and the Corporation shall not substantially participate or intervene in any political campaign on behalf of any candidate for public office. The Corporation will not substantially participate or intervene on behalf of or against any cause or measure being submitted to the public for a vote.

Notwithstanding any other provision of these Articles, the Corporation shall not carry on any other activities not permitted by a Corporation exempt from Federal Income Tax under Section 501(c)(3) of the Internal Revenue Code of 1954 (or corresponding provision of any future United States Internal Revenue Law) or by a Corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law). The Corporation shall not, except in an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes described above.

ARTICLE V DEDICATION OF ASSETS

The properties and assets of this nonprofit Corporation are irrevocably dedicated to charitable purposes. No part of the net earnings, properties, gains, profits, dividends or assets of this Corporation, on dissolution or otherwise, shall inure to the benefit of any private person or individual or any Member or Director of this Corporation. On liquidation or dissolution, all properties, assets and obligations shall be distributed and paid over to an organization dedicated to charitable purposes consistent with this Corporation's philosophy, provided that the Corporation continues to be dedicated to the exempt purposes as specified in Internal Revenue Code Section 501(c)(3).

ARTICLE VI MEMBERSHIP

SECTION 1: POWERS AND DUTIES.

The Voting Members of the General Membership (GM) shall have the ultimate power in the organization. They shall have the authority to overturn any decision made by the Board or the Officers by a seventy five percent (75%) plus one (1) super majority vote at any GM meeting. In addition, they shall have sole authority to grant new Membership, change the status of Members or remove Members in accordance with these Bylaws. The GM shall approve the annual corporate budget and authorize all expenditures of more than \$100. They shall approve any corporate logo, theme, motto or seal before its usage as well as any changes to same. They shall have the absolute right to remove any Officer or Board Member for any reason in accordance with these Bylaws. The GM has the sole authority to create, approve, edit or remove official policies for the Corporation.

SECTION 2: CLASSIFICATION OF MEMBERS.

The General Membership (GM) of the Orlando Sisters shall consist of three (3) types of Members: Fully Professed Members (FPMs), Novices and Postulants. No Member may transfer a membership or any right arising thereof to any other person or entity.

A. Fully Professed Members.

FPMs shall be Members for life except in the case of resignation or removal. FPMs have the right to hold any Office and/or be elected to the Board. FPMs have the right to vote on all issues brought up in GM or other meetings at which they are deemed to be in good standing. Only FPMs may sponsor new Members. FPMs may speak to the press or the public on behalf of the organization. The GM may define other rights or restrictions at its discretion.

B. Novices.

Novices are probationary Members of the organization. They have voting rights in all business matters with the exception of membership changes, disciplinary actions and changes to the bylaws or policies and procedures. They may not hold Office, sit on the Board or speak on behalf of the Order to the press or the public. They must maintain an FPM as a sponsor until they are elevated to an FPM. Novices are not agents of the Corporation and may not take on any duties without the express approval of an FPM. The GM may define other rights or restrictions at its discretion. After a period of time determined by the GM, the Novice may be voted to progress to FPM at a GM meeting.

C. Postulants.

Postulants are probationary Members of the organization. They have voting rights in all business matters with the exception of membership changes, disciplinary actions and changes to the bylaws or policies and procedures. They may not hold Office, serve on committees, sit on the Board or speak on behalf of the Order to the press or the public. They must maintain FPM sponsorship during the term of their Postulancy. Postulants are not agents of the Corporation and may not take on any duties without the express approval of an FPM. The GM may define other rights or restrictions at its discretion. After a period of time determined by the GM, the Postulant may be voted to progress to Novice at a GM meeting.

SECTION 3: VOTING RIGHTS.

Only Members in good standing have the right to vote at a GM meeting.

SECTION 4: GOOD STANDING.

A Member shall be considered in good standing if:

- They have attended a minimum of one (1) out of three (3) of the prior GM meetings.
- They have paid any applicable dues or fees, as set by the Board, in a timely manner.
- They are not on sabbatical.
- They have not been censured nor had any rights restricted by the GM.

SECTION 5: RESIGNATION, SABBATICAL, REMOVAL AND CENSURE.

A. Resignation.

Resignation of a Member shall be effective upon receipt of written notice to any Officer of the Corporation. The Secretary shall send a letter by registered mail or equivalent means to the resigning Member verifying the resignation within three (3) business days of notification. It is the duty of any Officer to notify the Secretary of a resignation within twenty-four (24) hours. Resignations may be rescinded by the resigning Member up to seven (7) days after receipt of the verification letter from the Corporate Secretary. Letters of resignation shall be read into the minutes of the subsequent GM meeting.

B. Sabbatical.

A Member may request a sabbatical or leave of absence from ORLANDO SISTERS, INC. for a specified period of time. A Member on sabbatical, a Member forfeits any voting rights and any right to represent the ORLANDO SISTERS, INC. in public. A Member on sabbatical is not responsible for paying regular dues or fees during the absence but is responsible for any other financial debts to the Corporation.

C. Censure and Suspension of Rights.

Any Member may be censured and have any or all of their rights as expressed in these Bylaws or any other document of the Corporation suspended for a specific time. To censure and/or suspend a Member's rights, including the right to vote, requires a seventy five percent (75%) plus one (1) super majority vote at a GM meeting. Two (2) Board Members must be informed of the motion to censure or suspend rights, to whom it pertains and the reasons for the motion at least seven (7) days in advance of the GM meeting in which the motion will be presented. The motion to suspend rights and/or censure must include the reason for the action, the rights that are to be suspended and the duration of the suspension. A Suspended Member's rights are automatically restored to the same status as before the suspension at the end of the stated time, unless another vote to extend the suspension is passed in the same manner as stated above before the end of the original suspension period.

D. Removal.

1. Fully Professed Members.

An FPM may be removed from the Corporation by a seventy five percent (75%) plus one (1) super majority vote at two (2) consecutive GM meetings no less than forty-eight (48) hours apart.

2. Novices and Postulants.

Novices and Postulants may be removed by a fifty percent (50%) plus one (1) majority vote at any GM meeting.

SECTION 6: DUES & FEES.

Each Member in good standing shall pay, within the time and on the conditions set by the Board, any initiation fee and/or annual dues in the amount to be fixed by the Board. The fees and dues shall be equal for each type of Member, but the Board may, at its discretion, adjust the fees and dues.

ARTICLE VII CORPORATE OFFICERS

The Officers of the Corporation shall be a President, a Vice-President, a Secretary and a Corporate Finance Officer (CFO). The CFO must agree to become bonded (expenses paid by the Corporation). No individual may hold more than one Office at a time.

SECTION 1: RESPONSIBILITIES.

A. President.

The President shall:

- prepare the agenda for and preside at all regular and special meetings of the Corporation
- direct, subject to the advice of the Board, the planning of the functions of the Corporation and its activities
- assist, within thirty (30) days of taking office, in the creation of a budget and a time line for the Corporation
- serve as the official representative or appoint the official representatives of the Corporation, as needed
- give notice of all meetings of the GM as required in these Bylaws
- perform other duties that may be determined by these Bylaws or at the discretion of the Board or GM as necessary.

B. Vice-President.

The Vice-President (VP) shall:

- serve as the assistant to the President in all duties of the President and shall assume the duties of the President in the President's absence
- assume those duties delegated by the President
- be responsible for the overall process of progressing applicants and Members who have not yet acquired their Full Profession in the House
- disseminate educational materials to all applicants and new Members until such time as they reach their Full Profession
- perform other duties that may be determined by these Bylaws or at the discretion of the Board or GM as necessary

C. Corporate Secretary.

The Secretary shall:

- be responsible for maintaining an accurate roster of the Membership
- maintain a current list of those serving on special or standing committees of the GM
- accurately record and produce written minutes of all GM meetings
- keep the seal and records of the Corporation in safe custody, if there are any
- act as the official correspondent for the Corporation
- perform other such powers as prescribed by these Bylaws, the Board or GM as necessary

D. Chief Financial Officer (CFO).

The CFO shall:

- be responsible for maintaining accurate records of all financial transactions of the Corporation
- transact or supervise transactions of all disbursements and receivables and keep accurate records of such, depositing all monies and valuables in the name of and to the credit of the Corporation in such depositories as may be designated by the Board
- submit to the Board a full quarterly financial report listing expenditures, receivable and conditions of assets
- prepare for submission all necessary books, vouchers and records for audit by an independent certified public accountant at the end of each term of office or upon request by a seventy five percent (75%) plus one (1) super majority vote of the Board
- produce said audit at the annual meeting
- serve as one of four (4) cosignatories on the accounts of the Corporation. The other three (3) will be the President, Vice President and Secretary of the Corporation.
- perform other duties that may be determined by these Bylaws or at the discretion of the Board or GM as necessary

SECTION 2: ELECTION AND TERM OF OFFICE.

The President and Secretary shall be elected by the eligible voting members at the GM Annual Meeting of odd numbered years and will hold office for a two (2) year term. The Vice-President and Treasurer (CFO) shall be elected by the eligible voting members at the GM Annual Meeting of even numbered years and will hold office for a two (2) year term.

Candidates may not participate in any activities that can be interpreted as procuring of votes, nor may they establish an election campaign that utilizes monies or donated services from any individual or group.

SECTION 3: VACANCIES.

Vacancies in offices shall be filled by appointment of the Board. The Board may request the voting members elect a new Officer to fill a vacancy at a GM meeting, if time permits. Individuals filling vacancies shall serve only for the remainder of the original term of the office and may seek re-election at the Annual Meeting.

SECTION 4: RESIGNATIONS.

Resignation of an Officer shall be effective upon receipt of written notice by the Board Chair or Secretary of the Board. Resignations may be rescinded up to forty-eight (48) hours after submission if the Officer is leaving without due cause.

SECTION 5: REMOVAL.

Any Officer may be removed by a seventy five percent (75%) plus one (1) super majority vote at a GM meeting if it has been determined that he/she has acted against or jeopardized the Corporation, operated in a manner contrary to the actions of a reasonable and ordinarily prudent person and/or has given due cause for removal. Voting for removal shall be done by secret ballot. The removed Officer may file a grievance to contest or appeal the removal decision as outlined in Article XVI Grievances.

ARTICLE VIII MEETINGS

SECTION 1: REGULAR MEETINGS.

Regularly scheduled meetings of the GM shall be held not less than every two months. Members in good standing must be notified of a GM meeting at least seventy-two (72) hours before the meeting by phone, email or posting to the official online calendar.

SECTION 2: ANNUAL MEETING.

The last May meeting of the GM shall be considered the Annual Meeting. Elections of Officers and Board Members shall be conducted at the Annual Meeting.

SECTION 3: SPECIAL MEETINGS.

The President of the Corporation or any five (5) FPMs in good standing may call special meetings of the GM at any time. The notice of a special meeting shall be given by personal delivery, by email or phone forty eight (48) hours in advance or by written notice sent to the Member's address of record at least five (5) days before the date of said meeting. The notice shall state the time, place and purpose of the meeting.

SECTION 4: QUORUM.

A quorum for GM meetings shall consist of a simple majority of all members who are eligible to vote.

SECTION 5: PROXIES.

No proxies are accepted on any vote.

SECTION 6: EMAIL VOTING.

When an issue comes before the GM that requires resolution before the next scheduled GM meeting and a special meeting cannot be called, the issue may be voted on by email. Any two (2) FPMs in good standing may call a phone or email vote. However, only ORLANDO SISTERS, INC. Officers are authorized to conduct the vote. Additionally, the vote shall be conducted under the following guidelines:

- any email vote must be unanimous to pass
- any other conditions that would normally be attached to the vote in a GM meeting are attached to the email vote
- the reason for the vote, the pro and con sides of the issue and the motion must all be presented using the exact same language to each Member voting
- the officer conducting the vote cannot campaign either pro or con for the issue nor can they respond to questions about the issue
- the vote must be completed forty-eight (48) hours after the first Member is contacted
- the complete text of the motion must be sent to the Secretary
- enough members must respond to satisfy quorum

- the results of the voting, including total number of respondents and total yes and no votes must be announced at the next GM meeting
- the GM must ratify the motion at the next GM meeting

SECTION 7: PARLIAMENTARY AUTHORITY.

GM meetings, although informal, shall be conducted with The Standard Code of Parliamentary Procedure as a general guide.

ARTICLE IX BOARD OF DIRECTORS

SECTION 1: COMPOSITION.

The Board shall be composed of Five (5) members: the President, Vice-President, Secretary and Chief Financial Officer (CFO) of the Corporation and one (1) At-Large Director who may also hold any other corporate office. The At-Large Director shall be elected after the election of Corporate Officers at the Annual Meeting.

SECTION 2: OFFICERS OF THE BOARD.

The Board shall have a Chair, Alternate Chair, Secretary and Treasurer. These positions shall be elected by majority vote of the Board members at the first meeting of the Board, to be held within thirty (30) days of their election by the GM.

A. Chair.

The Chair of the Board shall be responsible for preparing the agenda of the Board meeting and conduct and arbitrate all meetings of the Board. The Chair shall help to prepare a budget for the Board within thirty (30) days of election. The Chair shall appoint special committees for the Board as necessary and shall report all Board actionable agenda items to the GM at the subsequent GM meeting.

B. Alternate Chair.

The Alternate chair shall be responsible for all duties of the Chair in the Chair's absence.

C. Secretary.

The Secretary of the Board shall take the minutes of the Board meeting, keep the roster of attendance at Board meetings and notify all Board members of up-coming meetings of the Board or Board events.

D. Treasurer.

The Treasurer of the Board shall handle all monies of the Board and see that accurate records are kept on expenditures. Within thirty (30) days of election, the Treasurer shall submit a Board budget for the Board's approval.

SECTION 3: QUALIFICATIONS OF DIRECTORS.

A. Requirements.

All candidates for the Board must be FPMs in good standing at the Annual Meeting.

B. Restrictions.

No Board member serving at any time may be an interested person. An interested person is anyone being compensated by the Corporation for services rendered to it within the previous or subsequent twelve (12) months of the Annual Meeting as well as any immediate family member,

spouse or domestic partner. Directors may not serve as employees of the Corporation and hold a seat on the Board concurrently.

SECTION 4: POWERS AND DUTIES.

The Board will: advise the President and GM on the planning of the functions of the Corporation and its activities; exercise all of the powers of the Corporation and supervise and control its business and affairs, subject only to the limitations and restrictions provided by law and these Bylaws; authorize the execution of contracts, incur indebtedness and other agreements necessary in the name of and to the efficient conduct of the business of the Corporation (with the exception of the President who may incur indebtedness in the name of the Corporation not to exceed \$100 without prior Board approval); propose the annual budget, supervise credits and debits and review or revise systems setup for auditing, cash flow and inspection of all Corporate assets. The Board may, from time to time, add or subtract subcommittees needed to fulfill the requirements of the activities of the Corporation. Directors will also exercise such other powers and perform such other duties as may be prescribed elsewhere in these Bylaws. The Standard Code of Parliamentary Procedure will be used to determine those powers or duties not specified. Other duties may be determined by these Bylaws or at the discretion of the GM as necessary.

SECTION 5: QUORUM.

A simple majority of the seated Directors (including the Chair or the Alternate Chair) must be present at a meeting to constitute a quorum for the transaction of business.

SECTION 6: PROXIES.

Proxies shall not be accepted on any vote.

SECTION 7: ELECTION AND TERM OF OFFICE.

The At-Large Director shall be elected by the eligible voting members at the GM Annual Meeting and will hold office until the close of the next Annual Meeting. Directors elected to fill vacancies shall also serve until the close of the next Annual Meeting. Candidates may not participate in any activities that can be interpreted as procuring of votes, nor may they establish an election campaign that utilizes monies or donated services from any individual or group.

SECTION 8: VACANCIES.

A vacancy in any Director's position shall be deemed to exist on the occurrence of resignation, removal or death; the absence from three (3) consecutive Board meetings; the failure to fill all positions at the annual GM meeting; or amendment to these Bylaws to increase the size of the Board. No amendment to reduce the number of directors will affect Directors currently serving. Elections to fill vacancies on the Board shall be held at the first GM meeting following the vacancy.

SECTION 9: RESIGNATIONS.

Resignation of a Director shall be effective upon receipt of written notice by the Chair or Secretary of the Board. Resignations may be rescinded up to forty-eight (48) hours after submission if the Director is leaving without due cause.

SECTION 10: REMOVAL.

Any Director may be removed by a seventy-five percent (75%) plus one (1) super majority vote at a GM meeting if it has been determined that he/she has had three (3) consecutive absences, acted against or jeopardized the Corporation, operated in a manner contrary to the actions of a reasonable and ordinarily prudent person and/or has given due cause for removal. Voting for

removal shall be done by secret ballot. A Director may file a grievance to contest or appeal a decision for removal as outlined in Article XVI Grievances.

SECTION 11: BOARD MEETINGS.

Meetings of the Board of ORLANDO SISTERS, INC. shall be open to all members and any guests that are approved by the Chair or Alternate chair in the Chair's absence. Meetings will be conducted using The Standard Code of Parliamentary Procedure as a guide. The Bylaws supersede The Standard Code of Parliamentary Procedure in case of conflict.

A. Regular Meetings.

All meetings of the Board may be held at any place within or outside the state of Florida that has been designated by resolution of the Board. All Board members must be notified at least seventy-two (72) hours before the meeting. Regular meetings of the Board shall be held at least once per quarter.

B. Special Meetings.

A special meeting may be held by telephone or similar communication equipment provided that all Directors participate either by conference call or by individual calls so long as all Directors are read the question(s) or statement(s) in the same exact manner. Telephone meetings may only be conducted by the Board Chair or by the Board Secretary at the instruction of the Chair or by the Alternate Chair in absence of the Chair.

C. Annual Meeting.

The Annual Meeting of the Board shall be held no more than thirty (30) days after the GM Annual Meeting.

ARTICLE X COMMITTEES

SECTION 1: CREATION AND DISSOLUTION.

Either the President of the Corporation or the Chair of the Board shall create committees. A committee is created when either the President or the Chair of the Board appoints a Chair of said committee. All Chair appointments are subject to approval by the GM. When a committee no longer has any work before it, the Chair of the committee may dissolve the committee.

SECTION 2: COMMITTEE MEMBERS.

The Chair of the committee recruits members of a committee. The committee may be composed of Novice or Fully Professed Members of ORLANDO SISTERS, INC. Membership on a committee is voluntary.

SECTION 3: COMMITTEE POWERS AND DUTIES.

Committees have the power to make recommendations to the GM. Committees may be given the power to incur indebtedness or spend money on behalf of the Corporation by a vote of the general membership. Committees have a duty and obligation to conduct their assigned tasks with all due diligence and care on behalf of the Corporation.

ARTICLE XI INDEMNIFICATION

SECTION 1: DEFINITIONS.

For the purposes of this Article,

A. "Agent" means any person who is or was a Director, Officer, employee or other Agent of this Corporation, or is or was serving at the request of this Corporation as a Director, Officer, employee or Agent of a foreign or domestic corporation, partnership, joint venture, trust or other enterprise;

B. "Proceeding," means any threatened, pending or completed action or proceeding, whether civil, criminal, administrative or investigative; and

C. "Expenses" include, without limitation, all attorneys' fees, costs and any other expenses incurred in the defense of any claims or proceedings against an Agent by reason of the Agent's position or relationship as Agent and all attorneys' fees, costs and other expenses incurred in establishing a right to indemnification under this Article.

SECTION 2: SUCCESSFUL DEFENSE BY AGENT.

To the extent that an Agent of this Corporation has been successful on the merits in the defense of any Proceeding referred to in this Article, or in the defense of any claim, issue or matter therein, the Agent shall be indemnified against expenses actually and reasonably incurred by the Agent in connection with the claim. If an Agent either settles any such claim or sustains a judgment rendered against the Agent, then the provisions of Sections 3 through 5 of this Article shall determine whether the Agent is entitled to indemnification.

SECTION 3: ACTIONS BROUGHT BY PERSONS OTHER THAN THE CORPORATION.

Subject to the required findings to be made pursuant to Section 5, below, this Corporation shall indemnify any person who was or is a party, or is threatened to be made a party, to any proceeding other than an action brought by, or on behalf of, this Corporation, or by an Officer or Director for any breach of duty relating to assets held in charitable trust, by reason of the fact that such person is or was an Agent of this Corporation, for all expenses, judgments, fines, settlements and other amounts actually and reasonably incurred in connection with the processing.

SECTION 4: ACTION BROUGHT BY OR ON BEHALF OF THE CORPORATION.

A. Claims Settled Out Of Court.

If any Agent settles or otherwise disposes of a threatened or pending action brought by or on behalf of this Corporation, with or without court approval, the Agent shall receive no indemnification for either amounts paid pursuant to the terms of the settlement or other disposition or for any expenses incurred in defending against the proceeding.

B. Claims And Suits Awarded Against The Agent.

This Corporation shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action brought by or on behalf of this Corporation by reason of the fact that the person is or was an Agent of this Corporation, for all expenses actually and reasonably incurred in connection with the defense of that action, provided both of the following are met:

1. The determination of good faith conduct required by Section 5, below, must be made in the manner provided for in that section, and
2. Upon application, the court in which the action was brought must determine that, in view of all of the circumstances of the case, the Agent should be entitled to indemnity for the expenses incurred. If the Agent is found to be so entitled, the court shall determine the appropriate amount of expenses to be reimbursed.

SECTION 5: DETERMINATION OF AGENT'S GOOD FAITH CONDUCT.

The indemnification granted to an Agent in Sections 3 and 4 above is conditioned on the following:

A. Required Standard Of Conduct.

The Agent seeking reimbursement must be found, in the manner provided below, that the Agent acted in good faith, in a manner that the Agent believed to be in the best interest of this Corporation, and with such care, including reasonable inquiry, as an ordinarily prudent person in a like position would use in similar circumstances. The termination of any proceeding by judgment, order, settlement, conviction or on a plea of nolo contendere or its equivalent shall not, of itself, create a presumption that the person did not act in good faith or in a manner which the Agent reasonably believed to be in the best interest of this Corporation or that the Agent had reasonable cause to believe that the Agent's conduct was unlawful. In the case of a criminal proceeding, the person must have had no reasonable cause to believe that the Agent's conduct was unlawful unless the matter is settled with the approval of the Florida Attorney General.

B. Manner of Determination of Good Faith Conduct.

The determination that the Agent did act in a manner complying with Paragraph A, above, shall be made by:

1. The Board of Directors by a majority vote of a quorum consisting of Directors who are not parties to the proceeding; or
2. The affirmative vote of a simple majority of the Membership at a GM meeting; or
3. The court in which the proceeding is or was pending. Such determination may be made on application brought by this Corporation or the Agent or the attorney or other person rendering a defense to the Agent, whether or not the application by the Agent, attorney or other person is opposed by this Corporation.

SECTION 6: LIMITATIONS.

No indemnification or advance shall be made under this Article, except as provided in Sections 2 or 5.B, 3 in any circumstance when it appears:

A. That the indemnification or advance would be inconsistent with a provision of the articles, a resolution of the Members, or an agreement in effect at the time of the accrual of the alleged cause of action asserted in the proceeding in which the expenses were incurred or other amounts were paid, which prohibits or otherwise limits indemnification; or

B. That the indemnification would be inconsistent with any condition expressly imposed by a court in approving a settlement.

SECTION 7: ADVANCE OF EXPENSES.

Expenses incurred in defending any Proceeding may be advanced by this Corporation before the final disposition of the Proceeding on receipt of an undertaking by or on behalf of the Agent to

repay the amount of the advance unless it is determined ultimately that the Agent is entitled to be indemnified as authorized in this Article.

SECTION 8: CONTRACTUAL RIGHTS OF NONDIRECTORS AND NONOFFICERS.

Nothing contained in this Article shall affect any right to indemnification to which persons other than Directors and Officers of this Corporation, or any subsidiary thereof, may be entitled by contract or otherwise.

SECTION 9: INSURANCE.

The Board of Directors may adopt a resolution authorizing the purchase and maintenance of insurance on behalf of any Agent of the Corporation against any liability asserted against or incurred by the Agent in such capacity or arising out of the Agent's status as such, whether or not this Corporation would have the power to indemnify the Agent against liability under the provisions of this Section.

ARTICLE XII CONFLICT OF INTEREST

A conflict of interest is defined as an actual or perceived interest by a member in an action that results in, or has the appearance of resulting in, personal, organizational, or professional gain. Officers and members are obligated to always act in the best interest of the organization. This obligation requires that any officer or member, in the performance of organization duties, seek only the furtherance of the organization mission. At all times, officers and members are prohibited from using their job title or the organization's name or property, for private profit or benefit.

- A. The officers and members of the organization should neither solicit nor accept gratuities, favors, or anything of monetary value from contractors/vendors. This is not intended to preclude bona-fide organization fund raising-activities.
- B. No officer, or member of the organization shall participate in the selection, award, or administration of a purchase or contract with a vendor where, to his knowledge, any of the following has a financial interest in that purchase or contract:
 - 1. The officer or member;
 - 2. Any member of their immediate family;
 - 3. Their domestic partner or significant other;
 - 4. An organization in which any of the above is an officer, director or employee;
 - 5. A person or organization with whom any of the above individuals is negotiating or has an arrangement concerning prospective employment.
- C. **Disclosure**--Any possible conflict of interest shall be disclosed by the person or persons concerned.
- D. **Board Action**--When a conflict of interest is relevant to a matter requiring action by the Board, the interested person(s) shall call it to the attention of the Board and said person(s) shall not vote on the matter. In addition, the person(s) shall not participate in the final decision or related deliberation regarding the matter under consideration. When there is a doubt as to whether a conflict exists, the matter shall be resolved by vote of the Board, excluding the person(s) concerning whose situation the doubt has arisen.
- E. **Record of Conflict**--The official minutes of the Board shall reflect that the conflict of interest was disclosed and the interested person(s) did not participate in the final discussion or vote and did not vote on the matter.

ARTICLE XIII ELECTIONS

Nominations for Officers and Board of Directors shall be accepted at the last regular GM meeting scheduled before the Annual Meeting and will remain open until elections at the Annual Meeting. The Corporate Officers shall be elected to office before the elections of the remaining At-Large Board positions.

ARTICLE XIV FISCAL YEAR

The fiscal year of the Corporation shall begin on January 1 and end on December 31 each year.

ARTICLE XV RIGHTS AND PROCEDURES

SECTION 1: INSPECTION OF BOOKS AND RECORDS.

Every FPM has the absolute right at any reasonable time to inspect all books, records and documents of this Corporation. This inspection may be made in person or by an agent or attorney and the right of inspection includes the right to copy and make extracts of documents.

SECTION 2. AMENDMENTS.

A. Bylaws.

A seventy-five percent (75%) plus one (1) super majority vote at two (2) consecutive regular or special GM meetings is required for amendment, provided that the proposed amendment has been submitted to the Secretary before that meeting and it appears on the agenda. The amendment will become effective immediately after passing the second reading, unless it affects a term of office or specifies otherwise.

B. Articles of Incorporation.

A seventy-five percent (75%) plus one (1) super majority vote at three (3) consecutive regular or special GM meetings, no less than seven (7) days apart is required for amendment, provided that the proposed amendment has been submitted to the Secretary before that meeting and it appears on the agenda.

ARTICLE XVI GRIEVANCES

Each FPM shall have the right to bring any grievances forward in a safe and just manner, without worry or risk to their position within the Corporation. The corporate Secretary must receive a letter of request for mediation and a copy of the request is then forwarded to the chair of the Mediation Committee and the President. The President shall appoint no less than three (3) persons to serve on the Mediation Committee. Members may be temporarily removed or added from this committee to guarantee a lack of bias or prejudice against the parties involved in the mediation request.

The chair can call a Mediation Committee meeting or send copies of the request to the other members of the standing committee and conduct the procedure by conference call. The first step will be to determine if this is a proper grievance to be investigated by this Corporation. Those actions that violate city, state or federal law should be referred to the proper authorities by the requester, not by the Corporation. At the option of the Mediation Committee, and with the permission of the aggrieved parties, the committee may attempt to reconcile the differences without outside assistance. If that attempt is unsuccessful, then an outside, impartial mediator will be contacted by the Committee. The mediator will meet individually with both parties and then arrange a joint meeting for resolution.

Each party will be allowed to bring one witness, notarized statements from witnesses and one member of their support network (this person will not be able to address the mediator, the situation or the other parties involved). Guidelines for appropriate behavior will be drawn up and agreed upon by all parties. Repeated violation or disregard for these guidelines will result in either removal from the site or adjournment of the mediation. If the mediator cannot affect a satisfactory resolution, s/he will make a recommendation to the Mediation Committee and, subject to the approval by the Board, may suggest further action, including total dismissal.

ARTICLE XVII PARLIAMENTARY AUTHORITY

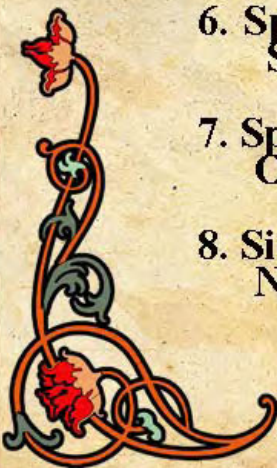
The current edition of The Standard Code of Parliamentary Procedure (Sturgis, A.) governs this organization in all parliamentary situations that are not provided for in the law or in its charter, Bylaws or adopted rules.



REQUIRED EVENTS



1. Get Your Paint On!
December 13, 2009
2. Wet Hot Sisters CarWash
April 10, 2010
3. The Sound of Music
Interactive Movie Experience
April 30 & May 1, 2010
4. Christmas in July
July 28, 2010
5. Drama Glam
August 12, 2010
6. Splish Splash Sisters CarWash
September 11, 2010
7. Spread The Love
October 16, 2010
8. Sisters Do It Doggie Style
November 18, 2010





n the same weekend as The Orlando Sisters' first public manifestation, the local LGBT Community Center ("The Center") and the neighboring businesses were vandalized, being spray-painted with anti-gay slurs and a swastika. After speaking with her fellow Sisters, Novice Sister Ambrosia Discordia immediately called the president of The Center to ask how the Orlando Sisters could help.

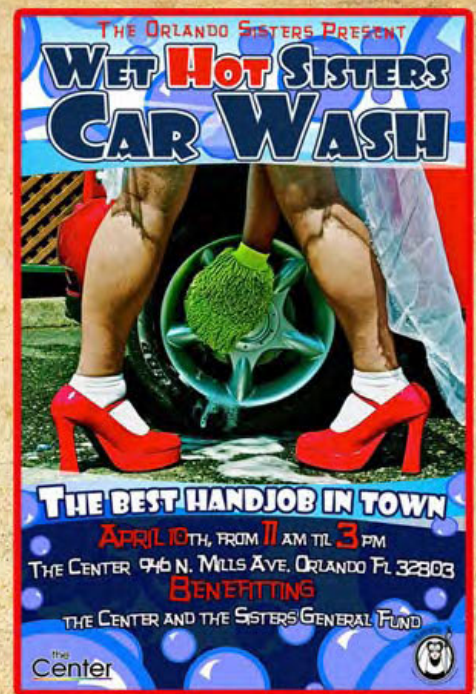
What resulted was a community fundraiser for The Center called "Get Your Paint On". Members of the community came out, donated money, and took part in creating a community mural of a rainbow on the very same wall that was vandalized.





On the Second Saturday in April, Orlando experienced its First Ever "Wet Hot Sisters Carwash"

We raised money for the Center and the Sisters' working fund, while giving Orlando "The Best Hand Jobs in town". The Happy Ending was lots of Money, Community awareness and Shiny cars.





In the spirit of sisterly love, cooperation, and fundraising, the Orlando Sisters joined with the Rich Weirdoes (Orlando's Rocky Horror shadow-cast) and presented a Sing-Along version of the Sound of Music. The theater space was donated by the AMC Universal Cineplex for two showings at midnight over the weekend of April 30th.

Audience members sang along, waived their Edelweisses, cheered for Maria and booed the Nazis. Some even got up and joined the Sisters on stage for a rousing rendition of "Do-Re-Mi".

Utilizing the Sisters' networking abilities, both shows were well attended and netted almost \$750, after expenses, to the Orlando Sisters' working fund.





Christmas in July was inspired by a visit to the offices of Hope and Help, a local AIDS service organization. As we took a tour of their facility in January, we noticed that the food pantry was incredibly well stocked.

"Christmas Spirit" we were told. "Come back in the middle of the summer, and the shelves will be empty".

So on July 28th, the Orlando Sisters and several guest performers took to the stage of the Footlight Theatre in Parliament House to inspire that "Spirit of Giving". Our community responded with incredible support, donating several cases of groceries and \$1225 in cash. We plan to make it an annual event!





night of self-celebration was the theme of Drama Glam. Attendees were met on the "red carpet" with flashing cameras and a Joan Rivers-style interview.

The point of this event was to serve as a reminder to every member of the GLBTQ community that they ARE beautiful. The Orlando Sisters and special guests performed the Drama Glam show at no cost to the guests to bring about a night of enjoyment. This event was a wonderful success and is being considered for annual reproduction.





In order to raise funds for our Come Out With Pride parade entry, we hosted a carwash at The Center, with 50% of the profits going toward The Center's annual budget. Aside from holding our regular bi-weekly meetings at their facility, this is the third fundraising event we held at the Center to help benefit their annual budget.





The Orlando Sisters were invited to perform on the Pool Stage at the Parliament House as part of the Bear Weekend 2010.

Our Performance was called "Spread the Love" and we invited Aysia Black to perform with us. We did a Madonna medley, "It's Raining Men", "Are you ready for a Miracle" and closed with "Spread the Love Around"! This event was also the debut of our full Fully Professed Sisters Formal Habits! The night was a great success including a 50/50 Raffle where our portion of the funds raised went to the Sisters' working fund to assist paying for our 501(c)3 application. The Bears love the Sisters and the Sisters love (and loved on) the Bears!



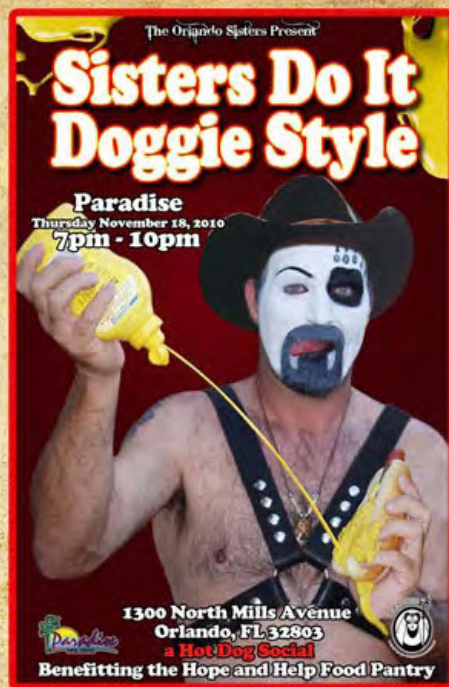


Sisters do it Doggie Style was created to help support the Hope and Help food pantry through the Holidays.

It was an evening of Fun and Frolic, as the Sisters shared our Weenies with the local community.

A great time was had by all. We had a great showing of the local LGBT community and Friends.

Thank you to Club Paradise for their support. We hope that this event will help to restock the shelves of the Food Pantry and make the Holidays Brighter.





UPCOMING EVENT



THE ORLANDO SISTERS IN CONJUNCTION WITH
LOC ROBERTSON PHOTOGRAPHY & UTOPIA PRODUCTIONS
PRESENT



Monday, January 24, 2011 at 8:00pm. Parliament House Theater



\$5.00 suggested donation. Door Prizes Benefitting
The Orlando Sisters Working Fund and Play Fair.
410 N. Orange Blossom Trl. Orlando, Florida



Enlightenment will be an evening showcasing artwork that was designed in a collaborative effort using spiritual element ideas from various Orlando Sisters. In addition to the artwork being showcased, those in attendance will have an opportunity to see "The Sisters", a documentary of The Sisters of Perpetual Indulgence. This documentary has been seen by a select audience on the west coast, but this will be its east coast debut. All proceeds of artwork and door prize tickets sold will benefit The Orlando Sisters' working fund and Play Fair fund.



OTHER
EVENTS



CHANGE FOR HAITI



he Parliament House, Orlando's only gay resort, hosted "Change for Haiti" in partnership with the American Red Cross. Organizers asked all central Florida residents to bring their spare change to the Parliament House courtyard



BLACK LIGHT PARTY



he Orlando Sisters was present with black light makeup to greet other guests at the Parliament House. What a fun and colorful evening.



NUDE NIGHT



ude Nite is a 3-night multi-media art event celebrating the art of the nude. Hundreds of artists show and sell their interpretations of the nude and thousands attend to see photography, fine art, sculpture, mixed media, metal, digital, installations, saucy classic burlesque, world class body painters, living paintings and a visual evening of inspiration.



MARDI GRAS



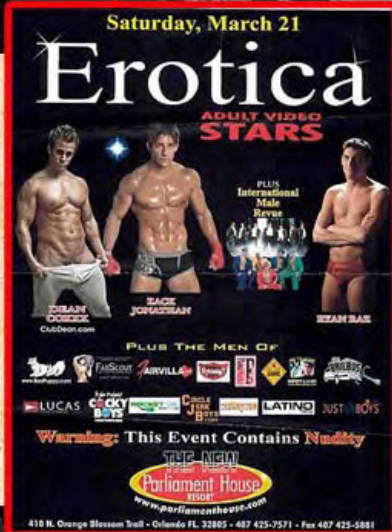
he Parliament House invited The Orlando Sisters to help celebrate their annual Mardi Gras celebration by joining their parade. Lots of beads, lots of boys and LOTS OF FUN.



EROTICA



The Orlando Sisters join the EROTICA Party at the World Famous Parliament House.



BIRMINGHAM EXEQUATUR



he Orlando Sisters were fortunate enough to be able to attend the Birmingham Magic City Sisters Exequatur Party. Being present to see our Sisters elevate to Fully Professed status was a pleasure.



AIDS WALK ORLANDO



he AIDS Walk event brought as many as 2,000 people to the fundraiser and raised \$155,000 to pay for medication and care for those in Orange, Osceola, Lake and Seminole counties. The Orlando Sisters was so happy to be joined by Sister Chastity Boner from the San Francisco house.



EUFURIA



he Bears of Central Florida put on what must be the most magical bear event in Florida. Eufuria is the ultimate bear dance party. No pixie dust was required!



ST. PETE PRIDE



he Tampa Sisters of Perpetual Indulgence invited The Orlando Sisters to walk in the St. Pete Pride Parade. We had a great time joining our Sisters on their day of Pride celebration.



DIXIE'S TUPPERWARE PARTY



riends of Sister T*Keela Mockingbird invite The Orlando Sisters to a very special Tupperware party hosted by the fabulous Dixie Longate. With the help of the Sisters, the party raised over \$1500 for AIDS Walk 2011. Go Team iHELP !



COUNTER PROTEST AGAINST NOM



NOM gathered at First Christian Church in Winter Park, Florida. The Orlando Sisters were present along with other LGBT group supporters to protest.



Goodbye Tampa, Hello Orlando

Anti-gay
event
moved after
protests
planned?



SUMMER FOR
MARRIAGE TOUR
2010
RIDE THE BUS



COME OUT WITH PRIDE OPENING CEREMONIES



earing up for the Come Out With Pride event, The Orlando Sisters were asked to join the opening ceremonies in downtown Orlando. A great beginning to a wonderful Come Out With Pride weekend in Beautiful Orlando, Florida.



COME OUT WITH PRIDE ORLANDO



Come Out with Pride is Central Florida's signature LGBT Pride event. This was the first year that the community witnessed The Orlando Sisters who was accompanied by two of our Tampa Sisters. We certainly felt the love and can't wait for next year.





RANDOM OUTINGS



Nina Flower Show
January 16, 2010



Super Bowl
February 7, 2010



Orlando House of Infiniti
February 25, 2010



Pink Sunday at Tampa
February 28, 2010



Pulse and Wyld's
March 25, 2010



Babes In Bonnets Easter Tea
March 28, 2010



Easter Sunday
April 4, 2010



Armani's Hot Monday Show
April 5, 2010



Nina Flower Show
May 15, 2010



Fringe Festival
May 22, 2010



Gay Day Disney
June 5, 2010



RANDOM OUTINGS



Parliament House
June 12, 2010



Toga Party
June 19, 2010



Parliament House
July 2, 2010



Footlight Theater
July 4, 2010



Parliament House
July 17, 2010



Bear Night
July 23, 2010



Fire and Ice
August 7, 2010



Las Vegas Night
August 21, 2010



Barcodes, wyld's, pulse and PH
August 28, 2010



Labor Day Weekend Kelis Concert
September 4, 2010



Parliament House
September 25, 2010



Headress Ball
October 2, 2010



Pride with RuPaul's Drag Race Girls
October 9, 2010

RANDOM OUTINGS



Candlelight Vigil
October 20, 2010



Halloween
October 31, 2010



Diva Invasion
November 4, 2010



Parliament House
November 20, 2010



The Wildest Wednesday
November 24, 2010



T-Dance, PH
November 28, 2010



I N PRINT

WATERMARK

New Sisters storm Orlando

jamie hyman

Orlando | It looks like Orlando could get its own chapter of Our Sisters of Perpetual Indulgence, a worldwide order of gender-bending nuns dedicated to charity, activism and social outreach. The aspiring group made its debut—called “manifesting”—at Parliament house on Nov. 14.

The group originated in San Francisco in 1979 and is still going strong with chapters all around the country. Each sister—who is typically a man in white-face, takes a vow to “expiate stigmatic guilt and promulgate universal joy,” indicating a focus on fundraising, social awareness and of course, some theatrics.

Logan Donahoo is the de facto leader of Orlando’s group, which currently has about eight members. He said their manifestation was well-received.

“There were a few dumbfounded looks and a little shock value, but that was really in the minority and only a handful didn’t know what to make of it,” Donahoo said.

When he’s in his nun’s garb, Donahoo’s name is “Novice Sister Ambrosia.” He’s a “novice” because Orlando’s chapter has a few steps to take before being recognized by the larger group.

“A lot of people volunteer, but being a Sister is a much heavier commitment, especially when starting a chapter and you’re involved in steering the group,” Donahoo said.

He said they’re looking for people with a spiritual connection to charity work, a strong sense of commitment and the ability to not take themselves too seriously.

“You can’t be grim while wearing clown whites [makeup] and a nun’s habit,” he said.

To contact the Sisters email info@orlandosisters.org. | • |



shot on site

Photography | Jeff Henderson, Tami Lannom, Michael Farmer, Jake Stevens, Heather Graves and Danny Garcia



1- The Sisters of Perpetual Indulgence—this time in holiday garb—made an appearance at Parliament House Dec. 5 along with Pom Moongauklang.

2- (L-R) David Dorman and Scott Penyak are all smiles after Wanzle’s Glittering Star-Studded A Christmas Carol, now playing at the Footlight Theatre at Parliament House.

3- Seth Garner shows off the RENT tickets he won through a Watermark Online Giveaway.

Chambers directs the Joy MOC’s



Orlando news

December 10-23, 2009 | 7

Orlando Novice Sisters to clean up Center

stephen miller

Orlando | On Sunday, Dec. 13, from 11 a.m. to 4 p.m., the novice Orlando chapter of Sisters of Perpetual Indulgence will host an event to correct recent vandalism to The LGBT Center of Central Florida (The Center). The event will include fundraising and mural painting.

“This was something we saw as an immediate need,” said Logan Donahoo, aka “Novice Sister Ambrosia.”

On Nov. 16, The Center and

surrounding businesses were vandalized with anti-gay graffiti. The local novice chapter of SPI hopes to use this and other programs throughout the coming year towards its application of full sisterhood. The international organization sports men in heavy makeup and nun habits doing charitable works for local communities.

For more information about the event, or to make a donation, please go to GLBCC.org. | • |

ORLANDO NOW

NOW *Smile!*



NOW @ PARLIAMENT HOUSE

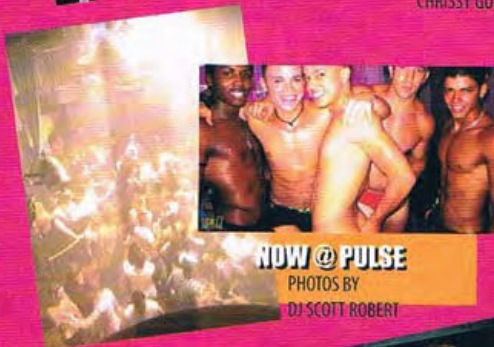
PHOTOS BY
CHRISSY GUY



NOW @ SIP



NOW @ LUCKY

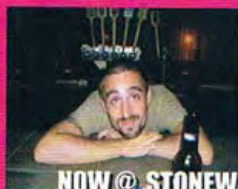


NOW @ PULSE

PHOTOS BY
DJ SCOTT ROBERT



NOW @ REVOLUTION



NOW @ STONEWALL

WATERMARK

galleryw

Photography | Brian Harris

Get Your Paint On

Sunday, December 13

The Center, Orlando

The Orlando chapter of the Sisters of Perpetual Indulgence battle hate graffiti at The Center.



5- Volunteers were hard at work at the Get Your Paint On! event at The Center Dec. 13.

6- Kaija Adonis leads what could pass for a choir of angels in a gospel number during Revolution's Broadway Christmas show, which raised money for The Trevor Project.



HOT SPOTS



Parliament House

Blacklight Party 2 Photographed By Mark Melnick

WATERMARK

shot on site

Photography | Tom Dyer, Omar Hasan,
Jamie Hyman, Jason Lowe, and Mauricio Pinetta

1- **Martin Gill**, a gay man fighting in court to adopt his two foster sons, spoke at the Gay Adoption campaign training on Jan. 23 while ACLU attorneys **Robert Rosenwald, Jr.** and **Shelbi Day** look on.

2- Local actor and blogger **Mark Baratelli** enjoys some hors d'ouvres with two other theatre fans at the Broadway Across America season announcement party last month.

3- (L-R) **Scott Guthrie** and **Randy Ross** were fully painted by Jason Berges at Parliament House's Jan. 30 Black Light Party.

4- **Dana and Kristi Richardson** (seated) and their mothers, **Patsy Takken** and **Carolyn Richardson** (standing) enjoyed their baby shower Jan. 23 at the Paramount Clubhouse. The Richardsons are expecting twins on March 31.

5- (L-R) Party Favors Custom Cakes decorators **Lorena Marsh**, **Tiffany Compton**, **Anna Echols** and **Richard Gregory** compete in TLC's "Ultimate Cake-off," which airs Feb. 15.

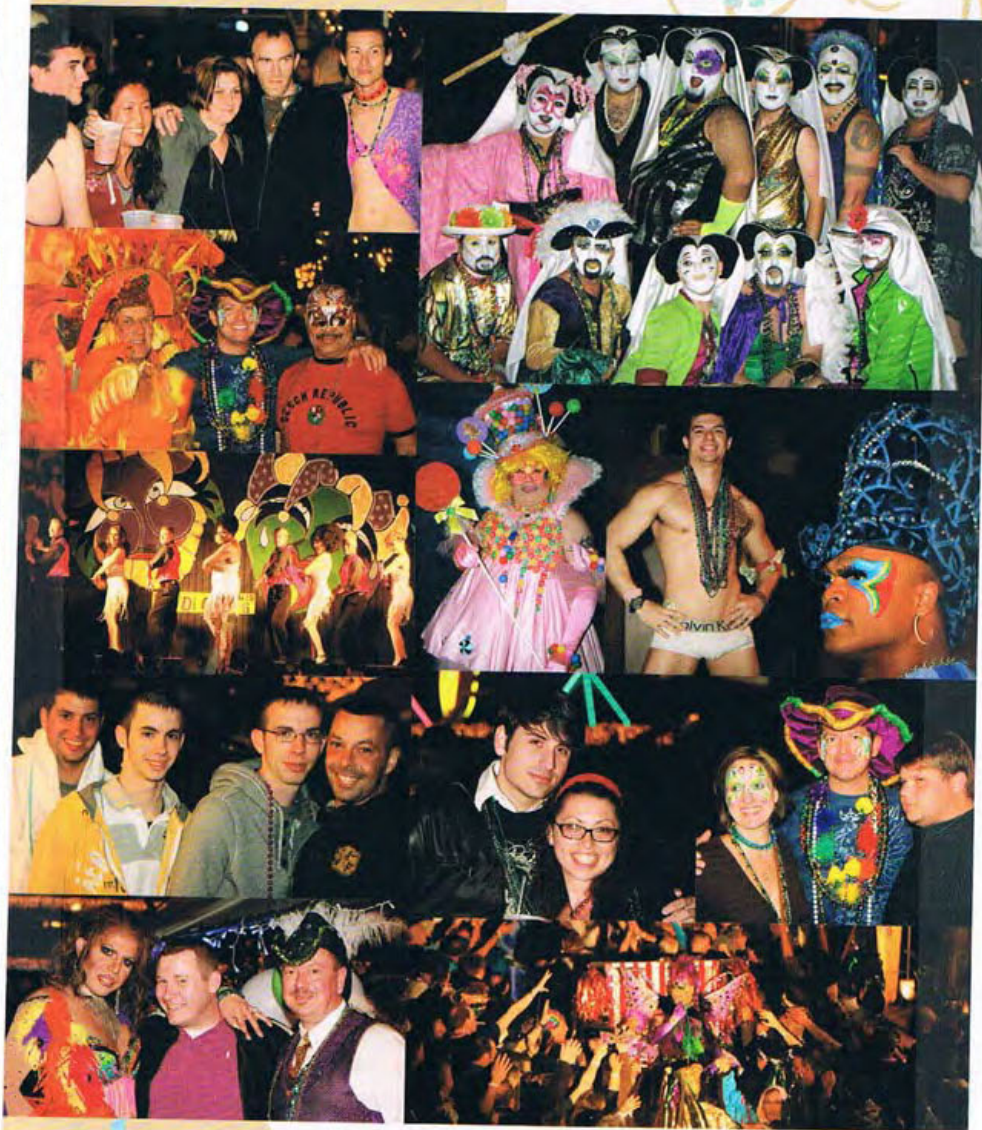
6- **The Sisters of Perpetual Indulgence** stump for change at a Jan. 24 fundraiser, hosted by Parliament House, that raised more than \$1,600 for the Red Cross to aid Haiti.



HOT SPOTS

HOT SHOTS

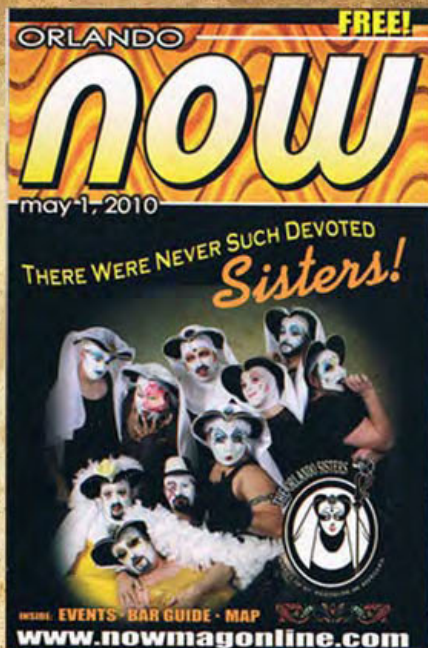
See More At
HotspotsMagazine.com/photo-galleries



Parliament House

Mardi Gras Photographed By Mark Melnick

ORLANDO Now



A Special "Sistory" Lesson

by Novice Sister Ambrosia

Okay, class. In the beginning, there were three veils.

In 1976, a convent of Roman Catholic nuns lent some retired habits to a group of men performing their version of "The Sound of Music." Three years later, on Easter weekend of 1979, those habits resurfaced in the streets of San Francisco's Castro district in a form scarcely imagined by their original owners. One wore a full beard. Another carried a toy machine gun, and smoked a cigar. The third wore a face of clown white - in part, for artistic expression, and partially to keep her identity hidden from potential "dates." It was street theater. Art meets activism. Drag meets Dada. Sacred meets profane.

Needless to say, the neighborhood was not prepared.

In the next several months, they found themselves meeting other like-minded friends called to service, just as more "traditional" Sisters have been for centuries. True, they didn't look like "traditional" Sisters, but their service to the community was the same (well minus some of the more negative "traditions" like guilt and stigma). Their appearance was [almost] always sure to get a smile, followed by a bunch of questions. Why not put that reaction to good use, and unite their community?

THEY CALLED THEMSELVES THE SISTERS OF PERPETUAL INDULGENCE.

They attended nuclear protests, cheering the crowd with pompon routines, and praying their own version of the rosary, wishing for a safer, pollution-free future. They held a bingo charity event at a local gay church, raising money for gay Cuban refugees. They brought joy into their community that was slowly willing under a looming crisis.

The advent of GRID ("Gay Related Immune Deficiency" or simple "Gay Cancer" as it was known at the time) emboldened the Sisters. Their answer was perhaps their most defining, vanguard moment. They chose to create the world's VERY FIRST safer-sex publication to use plain, sex-positive language in 1982, months before the acronym AIDS was created.

It was a street theater. Art meets activism. Drag meets Dada. Sacred meets profane.

Novice Sister Ambrosia
Ministry of Communications for the Orlando Sisters

The next year, the first AIDS Candlelight vigil in 1983 was orchestrated by the Sisters, led by the banner "fighting for our lives". In the years following, the Sisters continued to raise funds, awareness, and eyebrows with their own brand of unapologetic sense of humor. They would become well known for being bonfiremen in event planning, outreach, and fundraising for charitable organizations in need. It wasn't long until other orders of the Sisters were founded worldwide, each dedicated to spreading joy, banishing guilt, and serving local communities.

Fast forward with us, to November 2009.

Three complete strangers interested in forming a new chapter of the Sisters in Orlando are introduced to each other. One was a missionary sister moving to Orlando while the other had a calling and previous experience working with the Tampa Sisters of Perpetual Indulgence. The third, a native, had heard of the Sisters existing elsewhere for many years, and desperately wanted Orlando to have a chapter of its own. The three met, found others that also had the calling, and quickly began ministering to the Orlando community.

On the same very same weekend as the Orlando Sisters' first manifestation, the local LGBT Community Center and the neighboring businesses were vandalized with anti-gay slurs. The need was obvious. The Sisters immediately planned a community fundraiser for the Center called "Get Your Paint On". Members of the community came out, donated money, and took part in creating a community mural of a rainbow on the very same wall that was vandalized.



In just a few short months into 2010, The Orlando Sisters have helped with raising thousands of dollars for the Orlando community. They helped the Parliament House with their "Change for Hall" event, benefiting the American Red Cross' Haiti earthquake relief efforts. They held a car wash, again with part of the proceeds helping The Center. They even recently participated in AIDS Walk Orlando, raising money for the Hope & Help Center, to assist Central Floridians living with HIV/AIDS, and to walk in solidarity with their community.

They also started their own safer sex outreach project, being welcomed by local nightclub management with open arms. Each night they're out, intent on spreading joy to patrons, and distribute condoms and lube to anyone who needs them that evening - again never with any guilt or judgment.

So, class, if you see a Sister out, say "hi". Laugh. Flirt. You may just open the floodgates to a colorful, irreverent world of joy, charity and activism, all aimed to truly make Orlando be "The City Beautiful".

CLASS DISMISSED!



HOT SPOTS

Parliament House RESORT

celebrates ITS **35th** ANNIVERSARY

On the verge of being shut down, Parliament House was purchased by Don Granatstein and Susan Unger, a straight couple who'd time shares in the Orlando area. They spent millions of dollars renovating the resort and rebuilt its reputation. With a clientele that ranges from circuit boys, to bears, to muscle queens to the outrageous, neighbor next door, Parliament House has been a vital institution in Orlando's gay community for 35 years. The 130-room motel and 10,000-square-foot entertainment complex on Orange Blossom Trail is



known worldwide for its Vegas-style drag shows, its theme parties, Wanzie's Broadway style productions and just being fun 7 days a week.

It was a pleasure to sit down and interview Don as the P-House is celebrating their 35th anniversary.

What made you and Susan purchase the Parliament House?
When we were partners with Debbie Reynolds in Las Vegas a large component of Debbie's fans were gay. It was natural to stay in the community.

You and Susan are one of the most accepting straight couples I have ever met. You seem to truly embrace and love the gay community. How did this all get started?
We are Canadians from Toronto. There is a great difference in attitudes between the 2 countries. Canadians are far more accepting of each other and Toronto being so diverse, there are no majorities.

When you purchased the Parliament House 11 years ago you had many plans for the business. Have you accomplished them all and what were they?
The last 11 years have been the best experience we have had. Our main disappointment was the demise of the lend in The Gardens. It was our dream to create an exclusive country club for the community. However we only look at this as a delay and we will still complete it.

continued on next page >>>

“When we were partners with Debbie Reynolds in Las Vegas a large component of Debbie's fans were gay. It was natural to stay in the community.”



entertainment and bars that you can experience in one visit is also a contributing factor. "Go bar hopping without a car" is our motto.

You have so many themed events during the year. I know I am putting you on the spot, but what are yours and Susan's top 3 favorite yearly events?
My favorite events of the year are Gay Days, the Orlando White Party, and the Employee Turn-A-Bout.

What plans do you have for the future?
We plan to open a second Parliament House.



The 2 remaining events wrapping up the 35th anniversary celebration are the Latin Nights 10th anniversary extravaganza on Thursday, July 22nd at 9 pm, featuring a special anniversary show starring Lisa Lane and guests and the big anniversary party on Saturday, July 24th with Expose live in concert.

For more information about their anniversary parties or anything else going on at the P-House go to ParliamentHouse.com

OMG

CAUGHT WITH YOUR
PANTS DOWN

PARLIAMENT HOUSE
ORLANDO



WATERMARK

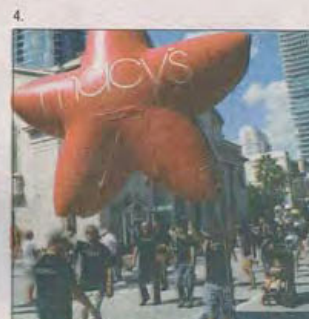


1- Mr. Sisters owner Brian Humphries (left) was front and center on the new bar's impressive pink-and-black float.

2- The Orlando Chapter of the Sisters of Perpetual Indulgence was an attention grabber.

3- Orlando Mayor Buddy Dyer with parade announcers John "Tweeka" Barber and Sue-Bee Laginess.

4- Macy's was one of many well known area businesses with a presence at COWP.



ND OF VOLUME ONE



TO BE CONTINUED...