



BYLAWS OF DURHAM FLIGHT HOMESCHOOL ATHLETICS

ARTICLE 1 Articles of Organization

1.1. The name of this organization is Durham Flight Homeschool Athletics (hereinafter “DFHA”).

1.2 The principal office of DFHA shall be situated in Durham County in the State of North Carolina at such specific location as the Board of Directors shall determine. DFHA may also have such other offices as the Board of Directors shall determine.

1.3 DFHA is organized exclusively for charitable, religious, and educational purposes and is operating as a tax-exempt organization under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

1.4 No part of the net earnings of DFHA shall inure to the benefit of, or be distributable to, its members, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article 2 hereof. Notwithstanding any other provision of these Articles, this organization shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this organization.

1.5 No substantial part of the activities of DFHA shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

1.6 Notwithstanding any other provision of this document, DFHA shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or (b) by an organization, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or corresponding section of any future federal tax code.

1.7 Upon the dissolution of DFHA, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.



ARTICLE 2 PURPOSE

2.1. Purpose and Mission Statement. The specific purposes of DFHA include, without limitation, the following:

DFHA is a Christian homeschool organization established to encourage, support and build Christian character through the participation in extracurricular activities related to athletics. DFHA is committed to providing quality athletic instruction and seeks to encourage the development of honorable character qualities and leadership skills within a team environment that will intentionally honor and glorify Christ. Participation is open to families of all races and religions. All DFHA teams and activities are governed by policies based on traditional Biblical principles. Members and participating families agree to abide by these principles.

ARTICLE 3 COMPLIANCE

3.1. These Bylaws attempt to generally define the parameters within which DFHA will function. Each participating family will be required to sign a Voluntary Compliance Statement, along with all other normal player paperwork, each year, indicating that they have read the Bylaws in their entirety, understood them, and agree to be governed by these guidelines while any child from their family is participating in any DFHA sport and/or event.

ARTICLE 4 MEMBERSHIP

4.1. Qualifications For Membership. The members of DFHA shall consist of such persons as: 1) apply for membership on a registration form approved by the Board of Directors; 2) subscribe to the purposes and goals of DFHA; 3) agree to abide by the Bylaws of DFHA; and 4) are approved by the Board of Directors.

4.2. Types of Members. The membership of the DFHA shall be divided into the following categories:

- a) Adult Members. An Adult Member is the parent or guardian of a Junior Athlete Member, or any other adult individual who may be granted Adult Membership by the Board of Directors to act as a team coach or team manager, etc. However, there shall be only one Adult Member per family.
- b) Junior Athlete Members. Junior Athlete members (hereinafter "Junior Member") include athletes participating in DFHA team sports. Junior Members must not have reached their 19th birthday by September 1st of the current academic year. A Junior Member may participate in DFHA events and be part of a DFHA team, but may not vote, hold office or serve as a Committee chair.

4.3. Team Assignments. DFHA is an entirely volunteer-run organization, and all adult members are expected to volunteer in some capacity. Adult members are expected to help with each team their junior member(s)



is/are on, such as serving as parent coordinator, scorebook or clock keeper, line judge, or on the cleanup crew. These are set up by each team at the start of the season. Any necessary training is provided. Adult members may also be interested in program-wide volunteer jobs such as concessions, marketing, serving on the Board or Board Committees, or fundraising. At registration, adult members will be asked about their interest in participating in program-wide volunteer opportunities.

4.4. Voting Rights. Each Adult Member in good standing (referred to as "voting members") shall be entitled to cast one vote with respect to those matters submitted to the members for action or approval. Junior Members in good standing shall have no voting rights. Votes may be taken by voice, by a show of hands or by written ballot. However, in the election of Directors, voting shall be by secret ballot. Voting members shall have no right to cumulate their votes. There shall not be any voting of members by proxy.

4.5. DFHA Registration and Participation Fees. All Adult and Junior members shall pay fees to DFHA in such amounts and in such manner as approved by the Board of Directors. Each year the Athletic Director shall specify the date(s) by which fees for each individual sport are due.

4.6. Termination of Membership. Membership will be considered annual unless terminated upon the member's death, resignation, expulsion, exit of all member's children from DFHA teams, or failure to pay fees. Unless otherwise determined by the Board of Directors, each member's membership will terminate if his or her membership dues have not been paid by the due date(s). Members terminated as a result of non-payment of fees may reactivate their membership in DFHA within two years after such termination by the payment of all current and past due registration and participation fees. Members terminated as a result of resignation or for non-payment of fees in excess of two years may renew their membership only by re-application for membership in DFHA. Members terminated as a result of expulsion may not renew their membership in DFHA without obtaining the affirmative vote of at least two-thirds of all the Directors.

4.7. Suspension and Expulsion. Any member may be suspended or expelled from membership pursuant to Article 9 "Conflict Resolution and Due Process". Cause shall include, but not be limited to, the following: misappropriation of funds, misconduct, or failure to pay fees. Nothing in these Bylaws shall be construed as granting to any member a continued membership or expectation of membership in DFHA.

ARTICLE 5
BOARD OF DIRECTORS

5.1. Powers.

To appoint and remove all officers of DFHA subject to such limitations as may appear in the Bylaws, and to prescribe such powers and duties for officers as may not be inconsistent with law or the Bylaws.

To conduct, manage and control the affairs of DFHA, and to make such rules and regulations for the governance of DFHA consistent with law or the Bylaws, as they deem best.



To designate any place for the holding of any membership meeting or Board of Directors meeting; to change the principal office of DFHA for the transaction of its business from one location to another; to adopt, make and use a corporate seal and to alter the form of such seal from time to time, as, in their judgment, they deem best, provided such seal shall at all times comply with the provisions of law.

To manage in such manner as they deem best, all funds and property, real and personal, received and acquired by DFHA, and to distribute, loan or dispense the same or the income and profits therefrom.

To maintain the overall policy and direction of the organization, although responsibility for the daily operations shall be delegated to the Athletic Director and appropriate Committees.

5.2. Number of Directors. The number of Directors shall consist of seven members. The number of Directors may be changed by action of the Adult voting members, provided that any such change shall require the vote of at least two-thirds of all Directors then in office, who may also initiate such a change. No decrease in the number of Directors shall shorten the term of any director then in office.

5.3. Qualifications for Office. Every director must be a member in good standing of DFHA. Each director must be a U.S. citizen. No person who is holding public office is eligible to be a director. Each director shall serve without compensation except for reasonable expenses incurred for DFHA.

5.4. Nomination/Election of Directors. DFHA shall on an annual basis elect individuals to serve on the Board of Directors to fill the place of Board Members whose terms have expired. Nominations shall take place through the Nominations Committee. An elected Board cannot include both members of a married couple. If both acquire enough votes for election, the spouse with the lower vote total will be deemed disqualified and those votes will not count toward election. A coach or spouse of a coach may serve on the Board but must recuse themselves, may not vote, and must leave the room when there is a conflict of interest, as should any other Board member with a conflict of interest. Such conflict of interest must be duly noted in the minutes.

5.5. Term of Office. Election to the Board of Directors is for a three-year term. Terms shall expire every year in staggered years. Members may be re-elected in subsequent years with no regard for term limits. Term limits can be imposed by amendment to the Bylaws.

5.6. Removal, Resignation and Vacancies. Any member of the Board may be removed from office if his/her actions are deemed harmful to the DFHA. A majority of the Board must vote for removal. The removal is effective immediately. Resignation of a Board member is effective upon receipt by the President of the Board of written notification. Any vacancies on the Board, for dismissal or otherwise, may be filled by the remaining Board of Directors from among the active membership. This person will be entitled to serve the unexpired portion of the term.

ARTICLE 6
OFFICERS OF THE BOARD OF DIRECTORS



6.1 Responsibility. All officers are subordinate and responsible to the Board of Directors.

6.2. Number and Selection. The Board of Directors shall elect from among its members three officers. This election shall take place at the first meeting of the Board subsequent to their election. The officer positions shall be President, Secretary, and Treasurer. Board members elected to these positions shall serve in each office for the length of their Board term. Officers must be re-elected each year.

6.3. President. The President shall preside over all meetings of the Board; shall direct and supervise all business and affairs of the association; and in general, perform all duties incident to the office of President and such other duties as may be prescribed by the Board from time to time.

6.4. Secretary. The Secretary shall keep the minutes of the meetings of the Board, as well as annual meetings. All minutes shall be submitted and published as record and made available by the next scheduled Board meeting. The Secretary shall keep an accurate register of all DFHA members; assist in validating elections; be custodian of records for DFHA; produce and disseminate correspondence on behalf of the President; and in general, perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to them by the President or the Board. The Secretary will be responsible for keeping the Board meeting minutes for the current year as well as the previous four years.

6.5. Treasurer. The Treasurer shall have charge and custody of and be responsible for all funds and securities of DFHA; receive and give receipts for monies due and payable and make deposits on behalf of DFHA; maintain a ledger that shows all accounts receivable and payable with a meticulous accounting of all monies received and paid by DFHA; balance the ledgers and immediately report any discrepancy to the Board; allow for any adult member of DFHA to audit the ledgers with a written request; provide an annual report for consideration at the annual meeting; provide documentation and/or receipts in a timely fashion for sponsorships or donations to DFHA; maintain record of fee payments for each member and report delinquent members to the Board; observe proper validation of all disbursements.

6.6. Annual Transition. To maintain continuity, officers whose terms of office have expired shall assure the orderly transition of authority to their successors before being relieved of their responsibilities. Similarly, officers whose terms of office have expired shall take all appropriate steps to substitute their successors' names for their own on all of DFHA's financial accounts and signature cards.

ARTICLE 7
COACHES/ATHLETIC DIRECTOR

7.1. Coaches' Selection and Qualifications. All head coaches will be selected and approved by the Board from among a list of qualified volunteers. Continuation as Head Coach is by approval of the Board of Directors on a yearly basis.

7.2 Coaches' Responsibilities. All coaches must agree with the Mission Statement in the DFHA Bylaws, and be subject to a criminal background check every three years. Coaches must keep an inventory of all equipment



provided by DFHA, and return all equipment to DFHA at the end of the season. Coaches must participate in coach development as provided by the Flight program.

7.3. Assistant Coaches. Assistant coaches may be nominated by the head coach and must be approved by the Board. Continuation as Assistant Coach is by approval of the Board of Directors on a yearly basis.

7.4 Athletic Director. The Board of Directors will choose an Athletic Director by majority vote. The Athletic Director will function as a liaison between parents, coaches, and the Board of Directors. The Athletic Director will serve as the main point of contact for other programs, schools and team coaches. The AD will be responsible for communicating with coaches and league officials (NCHEAC), working with parent volunteers to assist with game/season responsibilities and other responsibilities as described in the DFHA Job Description for the position. The Athletic Director serves until he/she steps down from the position or until he/she is removed from the position by a majority vote of the Board of Directors.

7.5 Coaches and Athletic Director Evaluations. According to the Policies for Coaches, the Board of Directors will evaluate coaches and the Athletic Director on an annual basis. The Board of Directors will provide a coach/program survey for each member family at the completion of the athletic season. Evaluations will be managed according to the timetable listed in the Policies for Coaches. The Board of Directors votes to retain or release dismiss coaches or other DFHA staff based on the results of these evaluations.

ARTICLE 8 CODES OF CONDUCT

The DFHA Codes of Conduct should be followed in the spirit of 1 Corinthians 10:31: "...Whatever you do, do all to the glory of God." Coaches, players, and adult members must adhere to the DFHA Codes of Conduct in all DFHA events.

ARTICLE 9 CONFLICT RESOLUTION AND DUE PROCESS

9.1. Conflict resolution. Guidelines for conflict resolution and due process shall at all times and in every way conform to Matthew 18:15-18. Any Adult or Junior DHFA member in good standing has the right to have a conflict addressed by the Board of Directors if they have spoken to the member in question without resolution of a problem. The conflict should be reported to DFHA staff and Board of Directors as described in the Conflict Management/Resolution Policy of DFHA.

9.2. Due Process. Reported conflicts will be managed according to the Five Pathways and timetable listed in the DFHA Conflict Management/Resolution Policies. Every attempt will be made to reconcile the conflict. However, any criminal conduct, especially that involving a minor, shall be immediately reported to the proper authorities. Legal counsel will then be consulted regarding further action by the Board.



ARTICLE 10 COMMITTEES

10.1. Committee Powers. Committees of DFHA shall be Standing or Special. The Board of Directors or the President may refer to the proper Committee any matter affecting DFHA or any operations needing study, recommendation, or action. The Board may establish such Special or Standing Committees as it deems appropriate with such duties and responsibilities as it shall designate, except that no Committee has the power to do any of the things a Committee is prohibited from doing under the North Carolina Nonprofit Corporation Act. All Committees shall act by majority vote, unless otherwise prescribed by the Board of Directors.

10.2. Limitations. Except in cases where these Bylaws or the Board of Directors has by written resolution provided otherwise, the function of any Committee is as an advisory group to the Board of Directors. No member of any Committee, without the prior written consent of the Board of Directors, has the authority to make purchases, collect funds, open bank accounts, implement policy, or bind or obligate DFHA or its Board of Directors in any way or by any means. All such powers are expressly reserved to the Board of Directors and the officers of DFHA.

10.3. Committee Membership. The Board, acting upon the recommendation of the President, shall appoint the members of such Committees, and also select a Committee Chair. Persons other than Directors may be appointed to such Committees, but the Chair of each Committee must be a director of DFHA. The President shall be an ex-officio member of every Committee other than the Executive Committee should it exist. Every Committee shall consist of at least two (2) persons, exclusive of the President. Committee members shall be appointed for one-year terms.

10.4. Standing Committees. In addition to other Committees the Board may establish from time to time, the following will be a Standing Committee of DFHA:

- a) Nominations Committee. The Nominations Committee shall be responsible for submitting and recommending to the Board of Directors the names of persons with appropriate skills, a sound profession of the Christian faith, and good reputation to serve as Directors, officers and Committee members of DFHA. The Nominations Committee will contact all prospective Board members to confirm ability/desire to serve as a Board member. The Board will present all qualified nominees to the voting members for consideration. Voting members have the opportunity to challenge a nominee's ability to serve, with cause. The nominee is afforded the ability to answer any charge before dismissal from contention. The Board is charged with the task of ensuring each nominee is given due process before dismissal from election.

10.5. Special Committees. The Board may establish such Special Committees as it deems appropriate. Special Committees shall have the duties and responsibilities as the Board shall designate.

ARTICLE 11 SCHOLARSHIPS AND FEES



11.1. Scholarship Fund. A scholarship fund may be available and will be financed on a voluntary basis. Families are eligible to apply for need-based scholarships. Scholarships are to be awarded by a unanimous vote of the Board of Directors.

11.2. Participation Fees. Participation fees for each Junior Member are set by the Board of Directors based on budget projections for each sport. A price reduction, to be determined by the Board, is offered for third and subsequent Junior Members from the same family.

11.3. Gratis Junior Member Participation Fee. Head coaches are allowed one Junior Member participation fee for a member of his or her immediate family for the current sport in which the coach is volunteering.

11.4. Other Gifts. Monies from donations/fund raising efforts can be directed to a specific Junior Member's participation fee if indicated in writing by the donating party. Otherwise, those monies will be distributed by the Board into any fund they deem appropriate.

ARTICLE 12 MEETINGS

12.1. Meetings of Members. The Board of Directors shall hold at least three (3) regular members' meetings per calendar year, and will designate one meeting to be the DFHA annual meeting. The meetings will be held at the principal place of business of DFHA or in such other place as may be designated by the Board of Directors. Should the days herein fixed for the annual meeting fall upon a legal holiday, such meeting shall be held at the same time and place on the next day thereafter ensuing which is not a legal holiday. Meetings shall be at such dates, times and places, as the Board shall determine.

Special meetings of the voting members for any purpose or purposes may be called at any time by a majority of the Directors of DFHA, or upon written petition by at least ten percent (10%) of the voting members.

12.2. Notice of Meetings of Members. Notice of each regular meeting shall be given to each member, either personally or by prepaid mail, or by electronic means, addressed to each member at the address appearing on the books of DFHA. Such notices shall be sent not less than ten (10) and not more than sixty (60) days before each meeting, and shall specify the place, day, and hour of the meeting and shall state the general nature of the business to be considered in such meeting. The notice of the annual meeting shall designate it as such.

12.3. Quorum. The presence in person of fifty-one percent (51%) of the voting membership shall constitute a quorum. The total number of voting members shall be published with designation of sport affiliation. Quorum members will be defined prior to meetings, such that business pertaining to individual sports is not subject to the quorum requirements of the whole of DFHA. The members present in person at such meeting may continue to do business until adjournment, notwithstanding the withdrawal of enough members to leave less than a quorum. Whether or not a quorum is present, the meeting may be adjourned by a vote of the members present.

12.4. Voting by Mail and/or Electronic Submission. The annual election of Directors by the voting members of DFHA shall take place by mail and/or electronic submission. If it is so determined, ballots shall be



delivered to all voting members not more than sixty (60) days before such annual meeting of the members and, to be valid, ballots must be completed, mailed (or otherwise delivered) to DFHA and received by a date specified in the ballot. The results of the election of new Board members shall be announced at the annual meeting.

12.5. Board of Directors Meetings. The Board of Directors shall hold at least three (3) regular Board meeting per calendar year. Meetings of the Board of Directors shall be held at any place which has been designated from time to time by resolution of the Board or by written consent of all Directors. In the absence of such designation, meetings shall be held at the principal office of DFHA.

12.6. Annual and Special Board Meetings. Immediately following each annual meeting of voting members, the Board of Directors shall hold an annual Board meeting for the purpose of filling vacancies on the Board and the election of officers. Other business may be transacted at the annual Board meeting if proper notice thereof is given. Special meetings of the Board of Directors for any purpose(s) may be called at any time by the President, or, if the President is absent, or unable or refuses to act, by one-third of the Directors then in office.

12.7. Notice of Meetings. A regular meeting of the Directors may be held without prior notice. Notice of the time and place of special meetings of the Board shall be given personally to the Directors or sent by mail or other form of communication, charges prepaid, addressed to the director at their address as shown upon the records of DFHA at least three (3) days in advance of such meeting. Such notice shall state the general nature of the business to be considered at the special meeting.

12.8. Quorum and Voting. A quorum will consist of at least 51% of the total number of Directors. Every act or decision done or made by a majority of the Directors present at a meeting duly held, at which a quorum was present, shall be regarded as the act of the Board of Directors, unless a greater number is required by law or by the Articles of Incorporation or by these Bylaws. Each director present shall be entitled to one (1) vote. Voting by proxy shall not be permitted.

A Director may participate in any meeting of the Board of Directors by means of conference telephone or similar communications equipment such that all persons participating in the meeting can hear each other. Participation in a meeting pursuant to this paragraph constitutes presence in person at the meeting.

The transactions of any meetings of the Board of Directors, however called and noticed, or wherever held, shall be as valid as though they had a meeting duly held after regular call and notice, if a quorum be present and if, either before or after the meeting, each of the Directors not present signs a written waiver of notice or a consent to holding such meeting or an approval of the minutes thereof. All such waivers, consents, or approvals shall be filed with the corporate records or made a part of the minutes of the meeting.

Action without a meeting: any action required or permitted to be taken at a meeting of the Board of Directors or of any Committee may be taken without a meeting if all the members of the Board or Committee consent in writing to taking the action without a meeting and to approving the specific action. Such consents shall have the same force and effect as a unanimous vote of the Board or of the Committee. Such consent shall be filed with the regular minutes of the Board.



12.9. Presumption of Assent. A Director who is present at any meeting of the Board of Directors, or a Committee thereof of which the Director is a member, at which action on a corporate matter is taken, is presumed to have assented to such action unless a dissent is entered in the minutes of the meeting or unless the Director files a written dissent to the action with the person acting as the secretary of the meeting before or promptly after the adjournment thereof. A Director who is absent from a meeting of the Board, or a Committee thereof of which the Director is a member, at which any such action is taken is presumed to have concurred in the action unless the Director files a dissent with the Secretary of DFHA within a reasonable time after obtaining knowledge of the action.

ARTICLE 13 AMENDMENTS TO BYLAWS

13.1. Adoption. Except those items specified in these Bylaws as not being subject to amendment, if any, these Bylaws may be adopted, amended, restated or repealed by a two-thirds vote of the Board of Directors subject to membership ratification, and shall be effective only upon such ratification. Membership ratification shall require the affirmative vote of at least three-quarters of the total number of voting members.

13.2. Inspection of Bylaws. The original or copy of these Bylaws, as amended or otherwise altered to date, certified by the Secretary, shall at all times be kept in the principal office of DFHA for the transaction of business, and shall be open to inspection by the members, officers and Directors at all reasonable times during office hours.



SIGNATURE PAGE

I, _____, hereby certify that I am the duly elected Secretary of Durham Flight Homeschool Athletics (DFHA); that attached hereto are the Bylaws of the within named corporation, and that such have been duly enacted and are in full force and effect as of the date hereof.

Dated: _____

Secretary, Durham Flight Homeschool Athletics

Subscribed and sworn to before me this date of _____

Witness: _____

NOTARY PUBLIC SIGNATURE

_____ County, North Carolina

I, _____, a Notary Public for said County and State, do hereby certify that _____ personally appeared before me this day and acknowledged the due execution of the attached Bylaws.

Sworn to and subscribed before me this _____ day of _____, 20_____.

Notary Public

My commission expires _____, 20_____.