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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 (hereinafter "Board") shall determine. DFHA may also have such other offices as the Board 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 competitive 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 upon registration, along with all other normal player paperwork, each year, indicating they have access to the Bylaws in their entirety, 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: participating players, parents/guardians of participating players, volunteers, and coaches. To obtain membership, the following requirements must be met: 1) subscribe to the purposes and goals of DFHA; 2) agree to abide by the Bylaws of DFHA; and 3) are approved by the Board.

4.2. Types of Members

The membership of DFHA shall be divided into the following categories:

- a) Adult Members. An Adult Member is a parent or guardian of a Junior Athlete Member, or any other adult individual who may be granted Adult Membership by the Board to act as a volunteer, team coach, or team manager, etc.
- 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.
 - i) DFHA is a gender-specific sports league unless the sport is designated as co-ed. All homeschool programs must confirm the birth date and gender of each athlete on the roster by proof of the birth certificate issued at the time of birth. Athletes may only compete as male or female as designated on the original birth certificate. Males can only participate on a male team (i.e., Boys Varsity) and females can only participate on a female team (i.e. Girls Middle School). The actual birth certificate must be reviewed by the AD of the respective sport.

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, etc. These volunteer roles 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. DFHA Registration and Participation Fees

Fees shall be paid to DFHA in such amounts and in such manner as approved by the Board. Each season, the Treasurer, in conjunction with the Athletic Director and Scheduler, shall specify the date(s) by which fees for each individual sport are due.

4.5. 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, each member's membership will terminate if his or her Junior Athlete(s)' registration fees have not been paid by the due date(s). 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 Board.

4.6. 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 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 logo and to alter the form of such logo from time to time, as, in their judgment, they deem best, provided such logo shall at all times comply with the provisions of law and the values of the organization.

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 appropriate DFHA volunteers.

5.2. Number of Board Members

The number of Board Members shall consist of a minimum of five members. The number of Board Members may be changed by action of a vote of at least two-thirds (or a minimum of four Board Members) of all Board Members then in office. No decrease in the number of Board Members shall shorten the term of any director then in office.

5.3. Qualifications for Office

Every Board Member must be a member in good standing of DFHA. No person who is holding public office is eligible to be a Board Member. Each Board Member shall serve without compensation, except for possible player scholarship and reasonable expenses incurred for DFHA.

5.4. Nomination/Election of Directors

DFHA shall, on an annual basis, elect individuals to serve on the Board to fill the place of Board Members who have resigned or whose terms have expired. Nominations shall take place through current Board members. An elected Board cannot include both members of a married couple. 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 a conflict of interest must be duly noted in the minutes.



5.5. Term of Office

Election to the Board is for a three-year term. Ideally, terms shall expire every year in staggered years in order to maintain stability of the Board. 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 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 from among the active membership. This would begin the newly-appointed Board member's three-year term.

5.7 Meetings

The Board shall hold at least three (3) regular Board meetings per calendar year. Meetings of the Board shall be held at any place agreed upon by the Board. Meetings may also be held virtually. Minutes of each meeting are to be made available to all Board members. It is each Board member's responsibility to review the minutes and request a review and correction if he/she deems it necessary.

5.8. Quorum and Voting

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

ARTICLE 6

OFFICERS OF THE BOARD

6.1. Responsibility

All officers are subordinate and responsible to the Board.



6.2. Number and Selection

The officer positions shall be President, Secretary, and Treasurer and shall serve in each office for the length of their Board term. Officers may be selected from all DFHA members and must be approved by current Board members.

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. 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; be custodian of records for DFHA; record background checks for coaches and athletic directors; shall present coach applications to the Board; 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 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 view the annual report with a written request; 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. Transitions

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, with the input of the Athletic Director, from among a list of qualified volunteers who have applied for the position. Selection of head coaches is by approval of the Board 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. The posture of coaches should be one of humility and openness to receive input from the Athletic Director and the Board.

7.3. Assistant Coaches

All assistant coaches will be selected with the input of the Head Coach and Athletic Director, from among a list of qualified volunteers who have applied for the position. Selection of assistant coaches is by approval of the Board on a yearly basis.

7.4. Assistant Coaches' Responsibilities

All assistant coaches must agree with the Mission Statement in the DFHA Bylaws, and be subject to a criminal background check every three years. Assistant coaches must participate in coach development as provided by the Flight program and be open to input from the Board, Athletic Director, and Head Coach.

7.5. Athletic Director

The Board will choose an Athletic Director by majority vote. The Athletic Director will function as a liaison between parents, coaches, and the Board. The Athletic Director will serve as the main point of contact for other programs, schools and team coaches. The Athletic Director will be responsible for communicating with coaches and league officials (NCHEAC), working with team parents to assist with game/season responsibilities, keeping an inventory of all equipment provided by DFHA, collecting and storing all equipment of DFHA at the end of the season, 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. When possible, the Athletic Director will have an assistant to help him/her carry out these responsibilities.

7.6. Coaches and Athletic Director Evaluations

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

8.1 Coaches' Code of Conduct.

All DFHA coaches are representatives of DFHA and as such are expected to:

1. Read and agree to abide by the rules and policies that govern DFHA, including the Bylaws, and the NCHEAC league rules and policies (when applicable)
2. Be responsible for their behavior and the behavior of their team members
3. Demonstrate and lead players in showing respect for other players, coaches, fans, and officials at all times
4. Provide a sports environment that is free of illegal drugs, alcohol, tobacco, and abusive or offensive language at all times
5. Undergo a background check upon joining DFHA (and every three years thereafter), and self-report any current or past criminal activity
6. Place the emotional and physical well-being of their players ahead of a personal desire or external pressure to win
7. Never publicly demean a player, official, opposing coach, or fellow DFHA member
8. Have the final authority to determine playing time, while endeavoring to be fair to all players in the context of a competitive sports environment
9. Use sound judgment in the return of injured players to the game, using parental and medical input if needed



10. Take reasonable steps to ensure all equipment used by players is safe and conforms to standards
11. Limit physical contact with players to appropriate actions, such as high fives, fist bumps, shoulder pats, and brief side hugs
12. All coaches must ensure that an additional adult is present at all practices and locker room meetings
13. Demonstrate respect for the privilege of using playing facilities by cleaning up benches, locker rooms, stands, and the grounds after a practice or game, and leading players to do the same
14. Taking initiative in resolving any known or suspected conflict with a player or family by applying scriptural guidelines as outlined in Matthew 18:15-18. If conflict is unresolved, the conflict should be reported to the DFHA Board as described in the DFHA Conflict Management/Resolution Policy. Refrain from discussing the issue in a public sphere.
15. Accept positive, constructive, and negative feedback graciously
16. Communicate expectations clearly to players and parents
17. Be dressed in a manner that would not be considered offensive or morally suggestive at DFHA events
 - a. Before, during, and after games, all coaches are required to wear Durham Flight attire provided by the AD that communicates professionalism and membership to Durham Flight

B. Junior Members' Code of Conduct

All DFHA players are representatives of DFHA and as such are expected to:

1. Read and agree to abide by the rules and policies that govern DFHA, including the Bylaws, and the NCHEAC league rules and policies (when applicable)
2. Be courteous to opposing teams and treat all players, coaches, and fans with respect
3. Show respect for authority to all officials, whether or not player agrees with a call
4. Be modest in victory and gracious in defeat
5. Demonstrate good sportsmanship before, during, and after games
6. Maintain a respectful attitude toward his/her coach and submit to his/her authority
7. Dedicate themselves to an unselfish team attitude, and refrain from criticizing teammates
8. Conduct themselves at all DFHA activities without using illegal drugs, alcohol, tobacco, or abusive or offensive language
9. Respect the privilege of using playing facilities by cleaning up benches, locker rooms, stands, and the grounds after a practice or game
10. Show up for practice on time, with proper equipment, and ready to play

11. Communicate to the coach ahead of time if he/she will miss a practice or game
12. Using scriptural guidelines as outlined in Matthew 18:15-18, talk to the coach about any concerns or problems a player has instead of talking to others about them. If conflict is unresolved, the conflict should be reported to DFHA Board as described in the Conflict Management/Resolution policy of DFHA. Refrain from discussing the issue in a public sphere
13. Be dressed in a manner that would not be considered offensive or morally suggestive at DFHA events
 - a. Before, during, and after games, all players are required to wear Durham Flight attire that communicates membership to Durham Flight

C. Adult Members' code of conduct

All Adult Members are representatives of DFHA and as such are expected to:

1. Read and agree to abide by the rules and policies that govern DFHA, including the Bylaws, and the NCHEAC league rules and policies (when applicable)
2. Trust the coach to coach the team. Refrain from coaching from the sidelines or stands. Understand that DFHA coaches have the final authority to determine playing time and will endeavor to be fair in the context of a competitive sports environment.
3. Not approach the bench or scorers' table, unless it is to assist an ill or injured child. Only coaches, players, scorekeepers, assistants, and medical personnel are to approach the bench during a game.
4. Allow, without criticism, the referees to officiate the game, remembering that they are only human, and that rarely is the outcome of the game determined by a bad call
5. Demonstrate exemplary sportsmanship at games by using only positive cheers and never laughing at errors or jeering an opponent. Be responsible for the sportsmanlike conduct of any guest.
6. Advocate and demonstrate a sports environment that is free of illegal drugs, alcohol, tobacco, and abusive or offensive language
7. Assist athletes to show up to practice and games on time with proper equipment and ready to play
8. Make prompt, timely payments of athletes' participation fees, or request assistance with the payment schedule or scholarship (if available)
9. Direct athletes to communicate to the coach in advance of any anticipated missed practices or games
10. Volunteer their time to perform necessary game day tasks for their athletes' team(s) and/or take other jobs necessary for DFHA to function
11. Using scriptural guidelines as outlined in Matthew 18:15-18, speak to coaches privately about any issues concerning any aspect of their family's or athlete's participation on the team. The parent/coach meeting should not occur the day of



a game, unless agreed to by the coach. If conflict is unresolved, the conflict should be reported to the DFHA Board as described in the DFHA Conflict Management/Resolution Policy. Refrain from discussing the issue in a public sphere

12. Be familiar with DFHA and NCHEAC rules of eligibility and notify the coach of any reason their athlete might not qualify to play with DFHA or NCHEAC
13. Assist DFHA by providing timely, accurate, and truthful responses for paperwork, registration, and eligibility forms, and Board-directed surveys and evaluations
14. Be dressed in a manner that would not be considered offensive or morally suggestive at 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 DFHA member in good standing has the right to have a conflict addressed by the Board if they have spoken to the member in question without resolution of a problem. The conflict should be reported to the DFHA Board 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 established as needed. The Board 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.

10.2. Limitations

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

10.3. Committee Membership

The Board shall appoint the members of such Committees, and also select a Committee Chair. Every Committee shall consist of at least two (2) persons. Committee members shall be appointed for one-year terms.

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 by emailing the Treasurer at durhamflighttreasurer@gmail.com. Scholarships are to be awarded by a majority vote of the Board.

11.2. Participation Fees

Participation fees for each Junior Member are set by the Board based on budget projections for each sport and broader organizational costs.

11.3. Junior Member Participation Fee Discount

Head coaches, Schedulers, ADs, and the Board President, Secretary, and Treasurer are allowed one Junior Member participation discount for a member of his or her immediate family. The discount is to be applied during the coaching season (for Head coaches, Schedulers, and ADs) or current year of service (for Board Officers). The discount will vary from year to year based on budgeting needs, but the aim is to significantly offset the participation fees of those who are volunteering in these leadership



roles. In the event that one of these roles is filled by an Adult Member without a Junior Member participant, the Board may deem it appropriate to gift him/her with an honorarium equal to the amount of the discount.

11.4. Other Gifts

Monies from donations/sponsorships/fundraising efforts can be directed to a specific Junior Member's participation fee if indicated in writing by the donating party. The amount directed to the Junior Member's fees is not to exceed 75% of the total amount given, unless otherwise approved by the Board. Funds raised must be applied to fees incurred during that sport's season, unless otherwise approved by the Board. All monies not directed to a specific Junior Member will be distributed by the Board into any fund they deem appropriate.

ARTICLE 12

AMENDMENTS TO BYLAWS

12.1. 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.

12.2. 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 available as a digital copy.