



United Resilience Coalition

Meeting Minutes

Date: Tuesday, November 4, 2025

Time: 1:00 PM – 2:00 PM CST

Location: Zoom

Attendees

- **Dr. Richard Oni** – Chair, Progressive Individual Resources
- **Tomi Ola** – Senior Program Manager, Restoration for All (REFA)
- **Victor Obisakin** – Coalition Coordinator
- **Siji Oluwaniyi** – Program Coordinator, Restoration for All
- **Henry Momanyi** – Community Leader
- **Harriet Kerubo** – Director of Organizational Development, Core Minnesota
- **Cody Osborne** – Mental Health & Suicide Prevention Coordinator
- **Helen Ghebre** – Staff, Department of Human Services; attending as a community member

Absent:

1. Welcome & Opening

- **Call to Order:** Oni opened the meeting, noting Joshua's absence and assuming the lead.
- **Agenda Confirmation:** Attendees confirmed possession of the agenda; introductions were skipped to maximize time.
- **Meeting Goals:** The main focus was to review the coalition's bylaws.

2. Coalition Foundations

- **Bylaws Distribution:** Victor confirmed all members received the bylaws via email.
- **Bylaws Importance:** Oni emphasized the bylaws as the coalition's roadmap and encouraged members to review them before each meeting.
- **Name and Purpose:** The coalition is formally known as the United Resilience Coalition, aiming to empower refugees and immigrants in their mental health journeys.

3. Leadership Messages

- **Chair's Remarks (Oni):** Recollection of coalition formation, the development, and evolution of the bylaws. The Importance of Member Engagement and Understanding Bylaws for Mission Focus.



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- **Vice Chair (Victor/Restoration For All):** Supported Chair, clarified past communications about bylaw distribution.
- **Other Leadership (GHANDS INC.):** Encouraged mutual understanding and commitment.
- **Secretary & Roles:** Confirmation of current officers (Chair, Vice Chair, Secretary, Coordinator), and clarification of the secretary's note-taking responsibilities.

5. Coalition Operations

- **Membership:**
 - **Eligibility:** Open to committed individuals/organizations supporting the mission.
 - **Rights & Responsibilities:** Members promote the coalition, engage in needs assessment, and support mental wellness initiatives.
- **Board Structure:**
 - **Five-member board, including officers;** open discussion on officer/board roles and the need for additional general members.
- **Committees:**
 - **Standing:** Membership Committee, Program Committee, Finance Committee, Outreach Committee.
 - **Ad Hoc:** Can be formed as needed for special projects/crises.
 - **Committee Structure:** Heads may form subcommittees for specific tasks.
- **Meetings:**
 - Annual meetings for elections and budget, monthly regular meetings, and special meetings by request.
- **Quorum:**
 - **Originally set at 10,** proposal and agreement to shift to a two-thirds rule for flexibility.
- **Financial Management:**
 - **Fiscal Year:** January to December 31.
 - **Budget approval and oversight** by the Finance Committee.
 - **Spending limit:** Chair authorized up to \$1000 in emergencies.
 - **Fiscal Host:** Progressive Individual Resources manages coalition finances and grant compliance.

6. Planning Ahead

- **Board Term Limits:**
 - The initial bylaw set a minimum board term at one year.
 - Proposed and approved to amend to two years minimum, with a two-term limit (four years total).
- **Bylaw Amendments:**



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- Any member may propose bylaw changes—requires a proposal to the secretary and a two-thirds majority approval.
- Annual bylaw review planned.
- **Sustainability Discussion:**
 - Future focus on distributing subcommittee leadership and encouraging member ownership.
 - Discussion to be continued in the next meeting; questionnaire/forms for understanding member strengths and motivations proposed.
- **Remuneration/Per Diem Question:**
 - Raised as a potential amendment item for further discussion at the next meeting.

7. Open Forum

- **Questions & Suggestions:**
 - Clarifications sought on board vs. officer roles, committee/subcommittee structures, term lengths, quorum logic, member engagement, and financial stipulation.
 - Ongoing dialogue encouraged for outstanding issues.
- **Member Input:**
 - Members are invited to raise issues and provide feedback for continuous improvement.
 - “Parking lot” approach for topics needing extended discussion.

8. Closing

- **Next Steps:**
 - Members asked to review their membership agreements in preparation for the next meeting.
 - Reflection on engagement and the need for clarity on subcommittee leadership and participation.
- **Final Comments:**
 - Leadership thanked all participants, acknowledged those joining late, and concluded the meeting on a positive note.

✓ Action Items

1. **All Members:** Review the membership agreement and be ready to discuss at the next meeting.
2. **Secretary:** Amend bylaws to reflect a minimum two-year board term with a two-term limit.
3. **Secretary:** Note proposals regarding quorum (two-thirds rule) and the inclusion of remuneration/per diem policies for future amendment discussion.