



# RAINIER OLYMPIC NURSES ASSOCIATION

FALL 2025

ENGAGE + ENCOURAGE + EMPOWER + SUPPORT

## 2025 Nurse of the Year: Yunna Flenord



**We are proud to celebrate Rainier Olympic Nurses Association Nurse of the Year Yunna Flenord.** Yunna is a strong mentor and a tireless advocate for her co-workers as well as her patients.

Yunna was nominated by one of the young nurses whom she mentored. Her nominator wrote, "I aspire to be like her, in how she advocates for critical resources and

support for nurses and patients alike in both the workplace and community.

She embraces every challenge with dedication, humor, and compassion."

Yunna's career in nursing really began at a very young age when she was quite sick and she overheard the doctors saying "there is no hope". The nurses, however, encouraged her mom not to give up. She doesn't know how she remembers it so clearly, but she can still hear their voices advocating for her. Yunna shared "I've always wanted to be a nurse because of those nurses."

After graduating nursing school in Alabama, she worked in intensive care briefly before transitioning to the cardiac ICU. In 2019, a travel work contract landed her at St. Joseph Medical Center, where she remains to this day.

Yunna shares that she's struggled with burnout for the last few years. It wasn't during the first year of the pandemic. That year was very hard, but she's proud of the

teamwork during that time. Then things changed. People began to release their anger at healthcare professionals. It was difficult caring for patients who took out their frustration on her and her coworkers. Yunna shared "I didn't understand how people can be so mean." "We were blamed for everything afterward."

There were so many young nurses on the floor. Yunna knew they were being challenged more than ever to gain experience and skills quickly. Yunna took the time to focus on training and mentoring new nurses who went through nursing school during the pandemic and were struggling. Their patients were really sick, and support from experienced nurses was limited.

From her own time as a young nurse, she knows that it is vital to have experienced nurses you can lean on. A lot of young nurses leave nursing because they don't have the support they need. Yunna is making it her mission to be there to help them. She is also advocating for new programs - "we've got to support them ... they are our future."

Yunna's advice to new nurses is to find balance. When you leave work, leave it



all at work. Enjoy your personal life. "You can't make nursing your entire life, you'll burnout"

In addition to mentoring young nurses, Yunna has served in local unit leadership. She began by joining the bargaining team over six years ago and, since then, has served as a grievance officer. She is also the co-chair of the Racial Justice Task Force, which was formed after it was included in their last contract. It's a place for anyone with any issues to go and have their concerns addressed. In her words, "I love that it's a safe space." While it's a young task force, it has already made an impact, creating systemic change from an incident that was brought to the task force.

Yunna also serves on the WSNA Labor Executive Committee. She enjoys being able to support the work of nurses at local units across the state.

Outside of work, Yunna's main focus is her 3 children and 6 grandchildren. She's cherishing her time as a grandmother and likes to visit them as often as she can.

Congratulations Yunna and thank you for being a fighter, an advocate, a nurse.

### 2025 RONA SCHOLARSHIP RECIPIENTS

Congratulations to all our scholarship recipients! Learn more about these stellar applicants at [rainierolympicnurses.org](https://rainierolympicnurses.org)



Harper Miller



Tessa Richardson

PICTURE  
NOT  
AVAILABLE

Payton Wright



Cassidy Archey



Oredolapo Kartchner  
College



Jackline Muriithi



Amanda Soto



Heather Jupena-Elmer



Theresia Donovan  
Florence Golda

# Florence Golda Scholarship Recipient



**Theresia Donovan** brings a powerful combination of lived experience, academic achievement, and unwavering dedication to her nursing career. Currently pursuing her Doctor of Nursing Practice at the University of Washington, Theresia's journey began with deep personal roots. Losing her father to lung cancer as a child and witnessing her mother's resilience as a single mom and an immigrant learning a second language, inspired Theresia's passion for culturally

competent and compassionate care. These early experiences shaped her into a nurse who is not only clinically skilled but also deeply empathetic toward underserved communities.

Theresia began her nursing career as a certified nursing assistant. She worked in both long-term care and mother-baby unit in the hospital. After becoming a licensed practical nurse, she continued her nursing education, first graduating from Pierce College in 2016 with her Associate Degree in Nursing and then

from University of Washington Tacoma in 2018 with her Bachelor of Science in Nursing. She's also earned several certifications including Progressive Care, Critical Care Registered Nurse and Cardiac Medicine. Theresia has spent most of her nursing career at Good Samaritan Hospital where she currently works in the Cardiovascular Intensive Care Unit.

Over the last 10 years, Theresia has stepped into leadership roles in shared governance councils and volunteered in public health initiatives. Whether she is organizing heart health awareness campaigns or mentoring colleagues as a charge nurse, she exemplifies service in every facet of her life. Theresia is committed to advancing health equity. She plans to specialize in palliative care post-graduation while continuing to serve her community in Pierce County with empathy, strength, and a vision for lasting impact.

**PLEASE TAKE A LOOK AT THE DETAILED BIOS FOR THIS YEAR'S RONA SCHOLARSHIP WINNERS.**

**SCAN THE QR CODE OR VISIT**  
[Rainierolympicnurses.org/2025-scholarship-recipients](https://rainierolympicnurses.org/2025-scholarship-recipients)



**THANK YOU!** During the 2024/25 fiscal year, we raised \$6,500 for the RONA Scholarship Fund for nursing students in our region. Thank you to everyone who participated in events, procured donations and helped promote online fundraisers!

## Event Sponsors



## Monthly Donors

Debi Brogan	Julie Long
Tami Green	Kimberley Russell
Susan Jacobson	Evelyn Street

## Individual & In-Kind Donors

Agnes Balangué Herron	Kimberley Russell
Michelle Beck	Andrea Sehmel
Debi Brogan	Mindy Shaw
Shanell Brown	Mary Shaw
Top Golf	Patty Spencer
Chris Henshaw	Janet Stewart
Susan Jacobson	Erin Street
Jan McCann	Evelyn Street
SarahAnn McFadden	Callie Wilson
John Miller	Teri Woo

## Dessert Dash Donors

Anthony's Restaurant - Gig Harbor  
Cafe Lalagüe  
Costco  
Fred Meyers  
Morso Restaurant  
Nothing Bundt Cakes  
Spilled Butter Desserts  
Wanna Cupcake



**RAISE SOME DOUGH**  
**OCT. 21, 2025**

3626 Market Place W,  
University Place, WA 98466

**FUNDRAISER CODE: MODGIVES25**



EVIDENCE-BASED INFORMATION FOR WASHINGTON STATE HEALTHCARE PROVIDERS



**Wednesday**  
**October 8th**  
**5-5:30pm via Zoom**

This 30 minute virtual presentation will provide information on how to sign up for HEALWA and how to use the resource to locate clinical nursing articles, books, databases, CE and patient education.



Presented by  
**Patricia Devine, MLS**  
HEALWA Community Outreach Director

This free presentation is open to RNs and LPNs. Nurses who attend or watch the recording and complete an evaluation will receive a certificate of attendance.

**RainierOlympicNurses.org**

Register Now



**Nursing Career Information Sessions**

**Volunteers Needed!**

Help us reach out to the next generation of nurses. We're looking for nurses from a variety of specialties to participate in an information session for high school students.

Sign up at [rainierolympicnurses.org/volunteers-needed](https://rainierolympicnurses.org/volunteers-needed)



# WSNA Awards

**The 2025 Washington State Nurses Association biennial convention** honored and paid tribute to three nursing colleagues from Rainier Olympic Nurses Association. The awards celebrate individuals who have made substantial personal and professional contributions positively impacting the nursing profession, the Association and the advancement of nurses.



**Janet Runbeck<sup>MN, RN</sup>**  
**Marguerite Cobb**  
**Public/Community**  
**Health Award**

*This award recognizes professional contributions to public health or community health nursing.*

Janet has devoted her career to improving health to vulnerable community members. In 2009, she worked with community partners to open the ROTOCARE free clinic in Tacoma providing primary care and chronic disease management until the arrival of the Affordable Care Act. Recently she assisted in launching a foot care clinic at a homeless shelter and helped secure funding for a full-time RN, earning a letter of appreciation from the Tacoma Fire Department for reducing nonemergency 911 calls.

In Janet's words: "Community nursing is more than caring for a targeted population. It is an exercise in empathy that starts in nursing school. We are all here because of nurse educators who fostered a desire to promote health by supporting nursing research. Nursing is grounded in caring, it is a gift that benefits the giver as well as the receiver. Community is what we build together. Community nursing for me is a joyful opportunity that defines a life well lived."



**Katy Heffernan<sup>RN</sup>**  
**Joanna Boatman Staff**  
**Nurse Leadership Award**

*This award recognizes significant contributions by WSNA leaders in honor of former WSNA President Joanna Boatman.*

Katy launched her nursing career at St Joseph's Medical Center, and after earning her BSN, she worked in the cardiac cath lab. In 2021, Katy stepped up as a unit representative and joined the contract negotiations team. Katy was determined to speak up for the nurses taking call. When management instituted a unilateral decision to enforce

mandatory call with threats of disciplinary action, which severely affected morale in the Cath lab, Katy shared updates about the situation on Facebook and received overwhelming support from all departments. Despite several actions from the negotiations team, management held firm until the nurses initiated a strike vote for their unit. This bold move created a turning point in negotiations which helped secure stronger language for being on call as well as resolving other issues. Katy is proud of her department and hopes it inspires hope and ingenuity in future negotiations.



**Kathleen Jabasa**  
**MSN, RN**  
**Health Equity Award**

*This award Recognizes excellence in ethics and the advancement of health equity in nursing.*

Kathleen comes from a long line of nurses in the Philippines. When she immigrated to the US, she worked as a wound care nurse in Arizona where she navigated a new culture and healthcare system. She was determined to learn, grow and speak out for nurses, especially for those who felt unseen.

After moving to Washington state and joining the operating room team at St. Joseph's Medical Center, Kat found her voice in the union. She said she saw how vital it was for Nurses to have a voice. Especially when they were asked to do more with less. She became a force for change, participating in the bargaining unit and making history.

Kat was a fierce advocate of ending the historical injustice of giving nurses trained outside of the U.S. and Canada less than full credit for their years of experience as a nurse. The new contract ended this practice and brings all nurses up to their rightful step. This victory was one of Kat's proudest moments. In her words, "that win was about dignity, it meant we were finally seen as full professionals." This change shows the power of nurses and how we can lift each other up and stand up for one another. This is a symbol of what we can do when we stand up and act. In Kathleen's words, "I stand here today, not just for myself, but every international nurse who has felt unseen, unheard or undervalued. Today, we rise together. Thank you, WSNA for helping us raise our voices higher than ever before. This is not just a win for today, but a promise for every tomorrow."

## BLOOD DRIVES



We're partnering with WSNA, BloodworksNW and the TCC Nursing Program on three Blood Drives over the next year.

- Monday October 20, 2025
- Tuesday January 27, 2026
- Thursday April 30, 2026

Learn more and sign up for a donation slot at

[RainierOlympicNurses.org/blood-drive](https://RainierOlympicNurses.org/blood-drive)

## BOOK DISCUSSION

**SAT JAN 17th | 10am-Noon**

**Facilitator: COL Margarethe Cammermeyer RN, PhD, USAR, ret**



Join us for a book discussion on *The Women* by Kristin Hannah.

"This book brought out so many emotions in me. It is much more than just a book about nurses in Vietnam. It is also about fighting for what you believe in and feelings of betrayal in our healthcare system and gender disparity." Evelyn Street<sup>RN</sup>, Past RONA Board Member

**Retired Colonel Grethe Cammermeyer<sup>PHD, RN</sup>**

will be moderating the discussion. Colonel Cammermeyer has a long history of military service and earned the Bronze Star for Service in Vietnam.



Register at  
[rainierolympicnurses.org](https://rainierolympicnurses.org)

# President's Message | Board of Directors 2025 - 2026



**Tami Green RN, BC**  
Mental Health  
Lakewood

**S**eptember brings us back to routines and schedules that we relax during the summer months. The same is true for our organization. We decreased our routine meetings but we still managed to have a busy summer as we co-sponsored a blood drive at Tacoma Community College, attended a game at the Tacoma

Rainiers and held our 2nd Annual Summer Sale to support our scholarship fund.

I hope you will include some activities with RONA as you return to your routines this fall. We have planned activities to engage, encourage, empower and support all of our members. Thanks to the positive outcome of our 2025 dues election we are fiscally sound to do so. Check our Social Media and websites and include some activities on your list of things to do. We hope you'll join us. You'll be glad you did.

*Tami*

## President-Elect



**Gordon West**  
PhD, MHA, BSN, RN, FACHE, AAMBBC  
Assistant Professor  
University Place

## Director



**Susan Jacobson**  
RN  
Retired  
Tacoma

## Vice President



**Debi Brogan**  
MEd, RNIC  
Faculty / L&D  
Elma

## Director



**Scott Jahner**  
ARNP  
Pvt. Practice Psych  
Edgewood

## Secretary



**Kimberley Russell**  
RN  
Ortho-Med-Surg  
Lakewood

## Director



**Karli Kooli**  
BSN, RN  
Progressive Care  
Tacoma

## Treasurer



**Josie Hansen**  
RN  
Clinical Instructor  
Gig Harbor

## Director



**Carina Price**  
BSN, BA, RN  
Director, Cardiac ICU  
Lakewood

## Director



**Rachael De Souza**  
MPH, MEd, BSN, RN  
School Nurse  
Tacoma

## Director



**Althea Dinglasan**  
BSN, RN  
Cardiac ICU  
Tacoma

**Open Position**  
**Director**  
1 year term

**Are you interested**  
**in serving?**

**Contact us for more information:**  
[office@RainierOlympicNurses.org](mailto:office@RainierOlympicNurses.org)

**Thank you Mike Krashin, Evelyn Street & Agnes Balangue Herron for your years of service and leadership on the RONA Board of Directors!**



4115 Bridgeport Way W., Suite F.  
University Place, WA 98466

## SAVE THE DATES:

**Bowling Tournament**  
**Saturday, February 21, 2026**

**Nurses Month Celebration**  
**& Annual Meeting**  
**Saturday, May 16, 2026**

## JOIN A RONA COMMITTEE

**Would you like to support nursing education? We'd love to have you serve on our Fundraising Committee or Scholarship Committee.**

Learn more at  
[rainierolympicnurses.org](http://rainierolympicnurses.org)

## SPRING BALLOT NEWS

**Join us in our efforts to reduce paper & postage!**

**Starting this Spring, all members with valid email on file will receive an electronic ballot via SurveyMonkey.**

Members without an email address on file or who have opted out of SurveyMonkey emails will need to request a paper ballot. Just visit [rainierolympicnurse.org](http://rainierolympicnurse.org) to submit a request. Questions about the new ballot procedure? Email us at [office@rainierolympicnurses.org](mailto:office@rainierolympicnurses.org) or call 253.572.7337.

Film Screening, Presentation & Facilitated Discussion | 5 ANCC Contact Hours (pending)

## Nurse Unseen

**Saturday**  
**October 25, 2025**  
**8:30am to Noon**

Asia Pacific Cultural Center 4851 South Tacoma Way Tacoma, WA 98409

**Nurse Unseen** explores the little-known history and humanity of the unsung Filipino-American nurses who risked their lives on the front lines of the COVID-19 pandemic while facing a resurgence of anti-Asian hate in the streets.

Virtual screening option Oct 25<sup>th</sup> - Nov 7<sup>th</sup> & encore virtual presentation & discussion Nov 6<sup>th</sup> 6-7pm.

**Tickets & Information:**  
[RainierOlympicNurses.org](http://RainierOlympicNurses.org)

