



PNASD
C.A.R.E.S

Compassion,
Authenticity,
Respect,
Equality,
Service

THE HERITAGE

OFFICIAL NEWSLETTER OF THE
PHILIPPINE NURSES ASSOCIATION OF SAN DIEGO

DECEMBER 2022
SPECIAL EDITION

2023

Hopeful



2022

Grateful

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President's Message



Dear Colleague and Friends of PNASD,

Greetings and Happy New Year!! I would like to start by expressing my heartfelt gratitude to everyone who made my first six months a success. There was struggles, challenges but our collective capabilities, shared values and love for PNASD prevailed.

Moving forward, let us continue to strengthen the legacy that our dedicated leaders have started. PNASD has a very proud PAST, and a bright future. This requires building a TEAM that enables us to advocate, brainstorm and continue to give back to our community. **"It takes a village"**, as one of our respected leaders recently mentioned. We need to expand our membership, I believe that we have the leaders who are capable of providing more opportunities to teach and mentor our new members, we **need more**. There are many out there, let us all **FIND them**. Let us make this a priority for 2023. May I give a challenge to everyone, to bring one new member to our quarterly meetings.

As healthcare professionals, The Future of Nursing 2020-30 Initiatives requires that professional organizations must take part in the fulfillment of two very important mission: To increase Health Equity and to Decrease the Social Determinants of Health, and consequently promoting Global Health. PNASD let us do our part.

To our community partners, and supporters, Thank you for your support to PNASD. As a 501(c)(3) nonprofit organization, we rely mostly on your donations and sponsorships to continue our mission. More than ever, as front liners in the healthcare industry, we need your support.

To our members, you are the strength of our organization. Thank you for your time, effort and commitment.

Let us continue to make a difference guided by our core values of **Caring, Excellence, Integrity, Service and Inclusiveness**.

Believe and spread our mantra that PNASD C.A.R.E.S (Compassionate, Authentic, Respectful, Equality, Service)

Here's to a successful and rewarding 2023.

Sincerely,

Perly Aguinaldo

Perly Aguinaldo, BSN, RN
PNASD President 2022-2024
Chair, PNASD Covid Task Force
Member, PNAW Ways and Means

Message from Editor in Chief

Hello PNASD Members!

Thank you for reading the Special December 2022 Heritage Newsletter! We have unique articles showcasing what PNASD has been doing for the special month of December, including cheerful community volunteer events, such as caroling around the community, and educational events. My name is Christine Dozier and I am one of the PNASD Student Leadership Council (SLC) members as well as the Editor-in-chief for this newsletter, *The Heritage*. I have been part of PNASD since 2021 and I graduate nursing school in February 2023 with a Bachelor of Science in Nursing. With the help of my amazing team, I am excited to continue producing *The Heritage* newsletter for you all and continue making fond memories for our PNASD organization. Please enjoy this winter edition of our newsletter and continue reading about upcoming events that you can be a part of with us!

Christine Dozier



Christine Dozier
Editor-In-Chief



Ariane Cagampan
Co-Chair



Maria Camilon
Adviser



Dorothy Brown
Graphic Designer

Balik-Tulong Project
Perly Aguinaldo, BSN, RN
President PNASD 2022-2024

PNASD's Balik-Tulong Project was established on October 10, 2022 when one of our members was informed by the Material Management supervisor of the hospital where she works, that they are looking for non-profit organizations who would be willing to coordinate the donation of expired medical supplies that will otherwise be discarded. Some of the items are either close to expiration, in surplus, or ordered but not used because of compliance reasons. Realizing that hospitals from the Philippines could benefit from it, we accepted the challenge. Named the project "Balik -Tulong". Similar to our Balik- Aklatan project wherein we send Nursing books and Journals to Nursing Schools in the Philippines twice a year. Under the mentorship of Ms. Cece Echon, a committee was created, SOP was formulated to include supply procurement process, scheduling, funding, recipients, contacts, and manpower. New engaged member Maricel Oliver accepted to chair the committee. It was easy to recruit members because they like the mission. Merlyn Foronda who has strong connections with hospitals in the Philippines was tasked to establish contacts and list of recipients. One committee member who is good with Finance is tasked with the budget, and at the same time possibly solicit donors or maybe connect with corporate LBC for discounted shipping. Another member was willing to look into storage options. It is a work in progress with a great team working together.

As of this writing, after our initial organizing "party" we have three Balik Bayan boxes ready to be shipped to Philippine General Hospital in Manila as our first recipient.



PNASD receives Certificate of Appreciation from the House of the Philippines

Crisabel Tabeta Ramos, RN, BSHCM, CMCN
BOD Liaison, Community Health Outreach

PNASD continues collaborating with community partners to serve our fellowmen for a good cause. House of the Philippines presented a Certificate of Appreciation to PNASD because of the extraordinary efforts of volunteerism and act of kindness that the Community Health Outreach volunteers have shown. We at PNASD march on to serve and support humanely with agility, innovativeness, and respect for equality, culture, and all ages. MABUHAY!



December 10, 2022

BALBOA PARK, SAN DIEGO, CA



PNASD Professional Development Series – “A Toolbox of Core Competencies for Novice Nurses”

September 24, 2022, and December 10, 2022

Cris Escarrilla, MSN, BSN, RN

Chairman, PNASD Education Committee

Novice nurses deal with leadership, competence, and technical ability challenges. Studies suggested that novice nurses are unprepared to assume leadership roles and care in highly complex settings. Long-anticipated nursing shortages are happening nationwide, in part from boomer retirements. These supply issues are expected to worsen because of an aging population that will require complex healthcare; thus, our young new grads may face the dilemma of leading teams without proper leadership training in their toolbox. Nurse educators must develop education and nursing practice strategies to cope with these challenges.

As they have yet to develop these skills, new graduates feel insecure and unprepared to face this reality. As a nursing organization, PNASD supports our recent graduates by providing educational opportunities for professional development. PNASD Education Committee developed a 2-part series that may benefit young and seasoned nurses.

On September 24, 2022, the first module of the series was launched, discussing skills any nurse can keep in their toolbox of core competencies necessary to overcome the challenges in front of them.



Rose Cruz, MSN, RN

Communication – Rose presented the topic of communication. She is one of the Education Committee members. Rose reviewed the basic nuts & bolts of communication, strategies & channels of communication, and defined implicit & explicit bias, which is very important in today's environment. Most importantly, she reviewed group communication & dynamics, which apply to any organization. She ended with tips for new grads in new leadership positions.



Lourdes Deperio, MSN, RN

Time Management & Prioritization – this topic may apply to Novice nurses and all nurses. Everyone experiences a feeling of "not enough time" at work and in everyday life. In this topic, Lourdes, another member of the Education committee team, provided insights on how to find a balance between all the things anyone may **need and want** to do and how to manage time effectively and efficiently to allow the right time for a suitable activity.



LCDR Raben Talvo, RN, MBA

Problem-solving & critical thinking skills – as nurses, problem-solving is inherent in nursing. But how to utilize critical thinking skills to obtain the best possible outcome is vital. In this section of the series, LCDR Raben Talvo, also a member of the PNASD Education Committee, defined critical thinking as a framework for problem-solving in nursing.

The second series of Professional Development was completed on December 10, 2022 and provided more tools to our nurses' toolbox at work, at home, or in their nursing organizations. It is designed for nurses, novices, and non-novice to enhance their core competencies successfully. PNASD engages young nurses and students with every opportunity. In this event, Erin Abille, BSN(c), a member of the Student Leadership Committee (SLC), moderated the seminar, and Tiffany Williams, also from SLC, facilitated the 5-minutes break.



Asher Apurillo
MSN, RN, CCRN &
Eugene Querido, BSN, RN

Team Building – is presented by a team of educators, Asher & Eugene, from the PNASD Education committee. With the current climate of understaffing, burnout, outsourcing, and other morale-defeating activities a nurse encounter daily, it is so much more important to utilize their knowledge in team building to work together and reduce stress and burnout. They explained the advantages, four types of team building, the process, implementation, and the 5-Cs of team building. These 5-Cs are cooperation, compromise, communication, confidence, and commitment.



Priscilla L. Sagar
EdD, RN, ACNS-BC,
CTN-A, FAAN

Mentorship – PNASD is very fortunate to have Dr. Sagar present this topic to help young students and nurses move their careers forward. It demonstrated the importance of having a mentor along the way in a structured format, not losing sight of a nurse's goal and mission, and understanding the difference between a mentor, preceptor, and coach. She provided the strategies for a successful mentoring partnership and common pitfalls to avoid. She also encouraged attendees to become mentors during these unprecedented times, to give back and pay it forward.



Cris Escarrilla, MSN,
BSN, RN

Conflict Resolution – it is indeed unprecedented times. Due to an unforeseen event, Cris, as Chair of the Education Committee, had to cover for the original speaker, thus presenting the topic of conflict resolution. There are many reasons for conflict and identifying negative behaviors and how to stand up to these behaviors helps avoid disputes in the workplace. Dealing with conflict gets easier in time utilizing the strategies discussed in this seminar, as well as being able to identify the different conflict management styles. Remembering a quote from Ambrose Bierce resonates well to avoid further conflict, "Speak when you are angry, and you will make the best speech you will ever regret."

Developing Delegation Skills – as Cris' original topic to present, she reviewed the Nurse Practice Act, Scope of Practice, and the role of ANA & NCSBN in creating "Delegation in Nursing." Understanding a nurse's scope of practice and the five rights of delegation can provide a guideline for nurses to feel confident in delegating tasks and activities to their co-workers. There are many reasons why delegation is necessary, including fiscal constraints and nursing shortages, increased patient complexities, and the accountability for a positive patient outcome.



Marlene Ruiz, MA, BSN, RN

Emotional Intelligence (EI) – Marlene defined EI to attendees as the ability to understand & manage their own emotions and recognize the influence of the feelings around them. She referred to the historical perspective of "why" emotional intelligence was born. She also mentioned that free EI quizzes are available online to assist in becoming aware of own emotional intelligence.



Merlie Ramira, DNP, FNP-C CEN

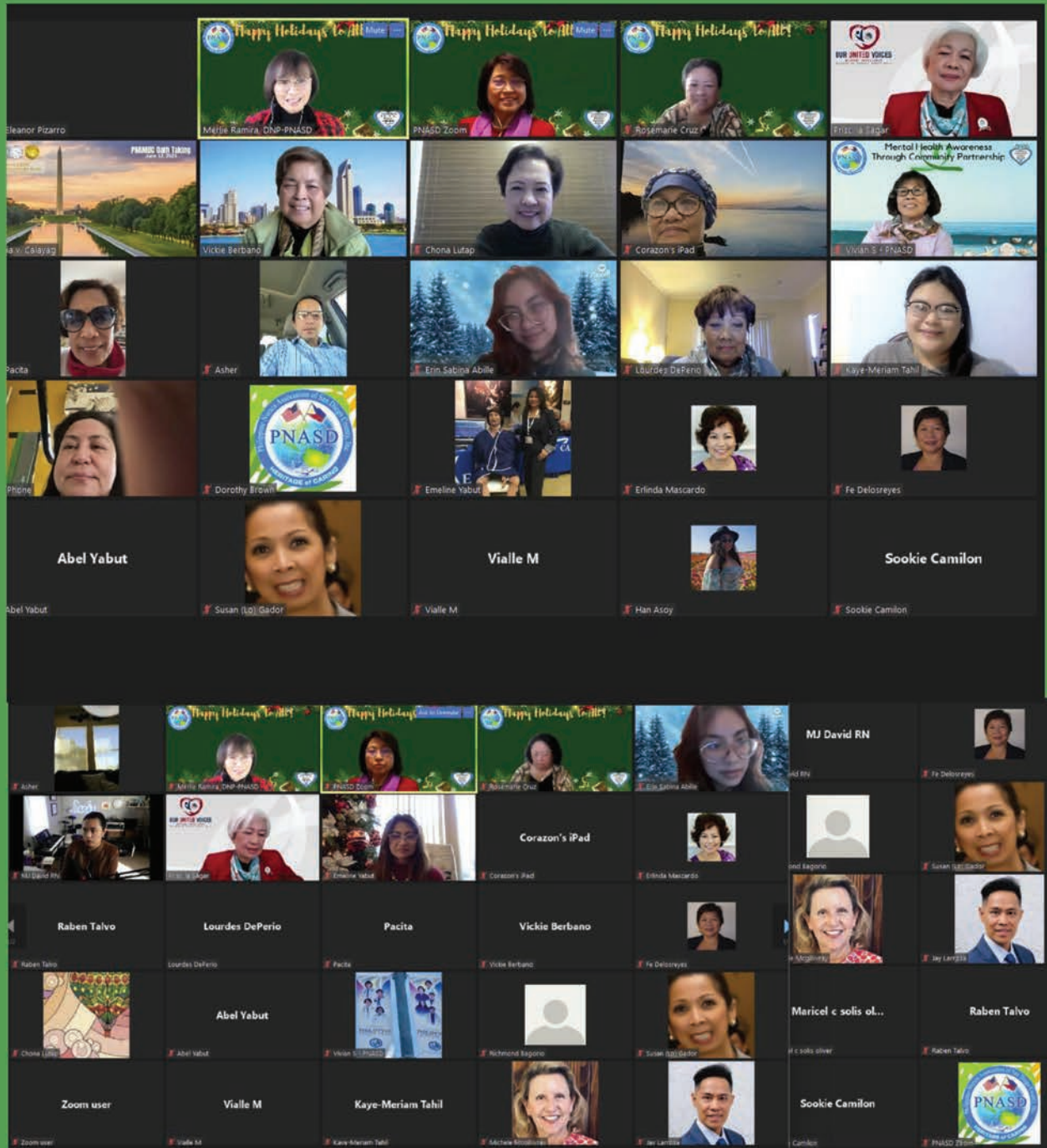
Academic Progression – lastly, Dr. Ramira presented Academic Progression from the National Academy of Medicine. She reviewed the future of nursing, past and present. The different roles of nursing education and the workforce on Academic Progression, and the various educational pathways. What an inspiring talk, especially for the young nurses who dream of becoming future providers as nurse practitioners, and educators who want to teach and help young individuals achieve their goals of becoming nurses in academia. Attendees also heard the recommendations to improve nursing education and the workforce. Data on nurse practitioners by race and ethnicity in 2018 shows 9.2% among Hispanics, 7.7% among African Americans, and 3.5% among Asians, compared to 75.3% among whites. Although the percentage is up from 2008, there is still much work to engage diversity in higher education and the workforce.



PNASD Education Planning Committee Members

The PNASD Education committee hopes that the above tools will help young and seasoned nurses navigate the ever-complex world of nursing. Provide insights into career advancements and utilize the strategies learned to improve work relationships and avoid burnout, thus better patient outcomes.

Zoom attendees' screenshots



**PNASD's Adopt A Family Program
Brought Joy to the Families During the Christmas Season**

By Reggie Cagampan, MSN, APRN, CPNP-PC
Co-Adviser, Adopt A Family Program

The Adopt A Family Program of the Philippine Nurses Association of San Diego (PNASD) started in 2018 during the presidency of Erlinda Mascardo. The goal of the program is to help a family who is in financial hardship and in need. Its purpose is to provide assistance, even in a simple way, to the less fortunate family. According to the founding president, she created this project to 'give back to the community' and become her legacy. Since the creation of this program, every Christmas season, PNASD selects three to five families from the community to receive Christmas gifts and gift cards for clothes, food and other necessities.



This year, PNASD's Adopt A Family Program was enhanced, expanded, and brought more joys to the families and the community. With the new administration, under the leadership of President Perly Aguinaldo, the 2022 Adopt A Family Program was electrified and was a huge success. PNASD raised almost 5,000 dollars and distributed gift cards and Christmas gifts to 14 families. This year, the recipients were students from poor families identified by the school administrator, based on their record. To widen the horizon and increase the number of beneficiaries, the committee selected two school districts, one from the North and the other one from the South. The North group selected 8 recipients from San Marcos Middle School while the South group selected 6 recipients from three different schools within the district.





The distribution of the gifts was attended by the recipients and their families, school administrators, as well as some of the officers and members of PNASD. During this event, the recipients and their families were grateful and expressed their appreciation to PNASD for thinking of them and for sharing the blessings. Upon receiving the gift, some of them with teary eyes for joy, others with sweet smile and happiness on their face. It was such a rewarding feeling to see these families with smile and gratitude. Truly, PNASD brought joy and the spirit of Christmas to these families. In addition, besides from sharing the blessings, PNASD took the opportunity to promote nursing as a caeer. A member of the committee presented a brief information on nursing pathways, scholarship information and resources, mentorship, and opportunities in nursing. This brief presentation about nursing led to an invitation from school to talk about nursing as career for the upcoming “Career Day” in school.

What made this year special that magnified the Adopt A Family Program was the innovative leadership of President Aguinaldo. One of the impressive reforms she made was the creation of a committee led by the Licensed Vocational Nurses (LVN). The President believed that the LVNs are capable of leading and therefore she appointed LVN Juven Ayudtud and LVN Arlene Cagampan to spearhead the program. This was such a great move because it empowered the LVNs and gave them the opportunity to mold their leadership skills. This was the first time in PNASD history to appoint a Licensed Vocation Nurse in a leadership role. Furthermore, involving the LVN’s to a leadership position is an added strategy of the current administration to increase recruitment and retention of membership.

Another remarkable reform was the creation of the fund-raising activity for the program. In addition to the solicitation of sponsorship from the local businesses and community partners, the President formed the “PNASD Christmas Carolers”. This group of Carolers voyaged to the houses and sang Christmas songs to the family as well as patients at the home care centers. Besides raising funds for the program, these Carolers brought the spirit of Christmas to every family they have encountered and serenade with Christmas Carols.





Philippine Nurses Association of San Diego County, Inc. (PNASD)

PNASD Celebrates its White Christmas Party!

Tom Ham's Lighthouse, San Diego CA on December 18, 2022

By: Vivian Sanderlin, PNASD Board of Director Member

PNASD's White Christmas party held at Tom Ham's Lighthouse Restaurant on December 18, 2022, was a memory to behold. The beautiful, sunny weather coincided with the breath-taking view of the San Diego Bay venue. The room was presented with a Christmas tree, each guest table decorated with elegant white chrysanthemum flower arrangement with silver and gold Christmas balls. There were over one hundred attendees mostly dressed in their favorite white Christmas semi-formal attire.

The program began with dancing as soon as guests arrived, picture taking, networking, welcome speech by emcee and Chair of Committee, Mylene Ruiz followed by a Christmas Greeting by President Perly Aguinaldo and Deacon Manny Porciuncula's Invocation. The highlight of the program is the presentation of PNASD's Adopt-a Family program by BOD Linda Mascardo and Chair Arlene Cagampan. Yearly, since 2018, PNASD adopts poor families of San Diego County providing monetary funds and gifts to families. Guests enjoyed the sumptuous buffet and desserts served. Entertainment consists of a solo by Mr. Nio Noveno, PNASD Christmas Carolers and dance performances by the PNASD Star Dancers. There were numerous gifts during opportunity drawings all donated mostly by the Christmas Committee led by Mylene Ruiz, BOD Adviser Vivian Sanderlin, President Perly Aguinaldo, Corresponding Secretary and Photographer Dorothy Brown, Decorations Tessie Porciuncula and Budget Committee Fe De los Reyes and Chona Lutap. A thank you speech by Past PNASD President and incoming PNAAP President Dr. Marlon Garza was delivered followed by closing remarks of BOD Chair Filipinas Reyes. More dancing and networking ensued till program ended at 2:30 pm.

Overall, the event was successful, guests were full of joy to see each other, especially our new members. On behalf of the PNASD Board of Directors and Officers, we wish everyone a Prosperous and Healthy New Year 2023!











*PNASD New Members Shared
How they Celebrated Their Christmas*

Tradition-

Gathered Christmas tree, opening of gifts on 12/25

I have a YouTube channel and I provided Pa-Aguinaldo for the needy people in the Philippines worth \$300 total. I also sent 2 BBox with chocolates, pre-loved clothes/shoes, new toys, canned foods, to be given away in a raffle to our underserved fellow kababayans in the Philippines.

How we celebrated-

We went to EastLake Church and we ate dinner as a family. We video call families overseas and those who live far.

MJ David, MSN, RN, PCCN, RN BC, CHC



Christmas and New Year is a time to gather with family and friends, especially ones we haven't seen in a long time. During this time, we reconnect and teach our young ones all of our traditions: attending church, eat our traditional holiday food, and enjoy fun games.

Sheryl Almandez, RN

Thank You!

Your Heritage Newsletter from PNASD!

Please visit our website
pnasd.org
for upcoming events.

Save the Date!

May 20, 2023

10:00 AM-4:00 PM

Mental Health Awareness and Resource Fair

Sweetwater Union High School

2900 Highland Ave

National City, CA 91950

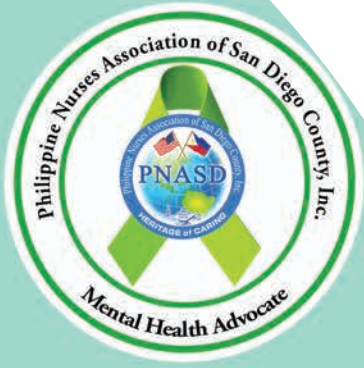
PHILIPPINE NURSES ASSOCIATION OF SAN DIEGO COUNTY, INC

MENTAL HEALTH ADVOCACY (MHA) COMMITTEE

Presents

Mental Health Awareness and Resource Fair

Your Mental health is as Important
as Your Physical Health



SAVE THE DATE

May 20, 2023
10:00 AM-4:00 PM

Sweetwater Union
High School
2900 Highland Ave.
National City, CA 91950

For inquiries, please
contact:
jalarrosa22@gmail.com
ldeperio@cox.net
www.pnasd.org

Come join PNASD anytime
between 10:00 AM and 4:00 PM as
they raise awareness and share
resources on mental health!
More info to come on schedule of
activities but here are what
you can expect that day:

- important information shared by
mental health experts
- activities promoting mental health
such as yoga and dancing
- booths providing information, resources,
and services on mental health
- food vendors
- opportunity drawings

