

MESSAGE FROM THE CHAIRMAN



Alil. Ungil sils leko er kau! It is with great pleasure that I present to you the Palau Red Cross Society (PRCS) Strategic Plan for 2023-2027 - a roadmap that will guide us for the next five years. It seeks to carry out ongoing work highlighted in our previous strategic plan and outlines new priorities for the National Society. The plan comes from a series of consultations with partners, stakeholders, staff, and volunteers

providing us with critical perspective on the work that we do.

As we look back on the past 5 years of our National Society, we reflect on the progress we made, the challenges we faced, and the lessons we learned to move forward. Palau Red Cross Society acted on the goals of the previous strategic plan, working hard to become the leading humanitarian organization in Palau, acting as an auxiliary to the National Government.

In February 2023, we hosted our 2nd PRCS Strategic Planning Workshop. As an organization of the community and for the community, we are grateful for our national and state government partners, fellow NGOs, as well as the support of the International Federation of Red Cross and Red Crescent (IFRC) and the International Committee of the Red Cross (ICRC) who strengthen our resolve to serve our country and region.

The strategic plan begins with the vision and mission of PRCS, set in accordance with the Seven Fundamental Principles of the Red Cross and Red Crescent Movement worldwide. It outlines our goals and priorities to guide our work and enhance our capabilities for the promotion of peace and the provision of humanitarian services to those most vulnerable among us.

We would like to thank all our collaborators, as you continue to help Palau Red Cross Society grow to promote safe, healthy, and resilient communities for all those who live in Palau. It is with your dedication, selfless service, and spirit of humanity that we grow to better serve our people.

Sincerely,



Santy Asanuma
Chairman, National Governing Board
Palau Red Cross Society

THE FUNDAMENTAL PRINCIPLES OF RED CROSS

HUMANITY

- Alleviate and prevent suffering.
- Protect life and health.
- Assure respect for the individual.

IMPARTIALITY

- Non-discrimination.
- Actions are solely guided by needs, proportional to the degree of suffering and prioritized on basis of urgency.
- No individual action or decision on the basis of prejudice or ideological nature.

NEUTRALITY

- No taking sides in armed conflict.
- No engagement in controversies of political, racial and religious nature.

INDEPENDENCE

- Not letting political, economic, social, religious, financial, public pressure interfere or dictate Red Cross and Red Crescent line/action.
- Auxiliary to public authorities.
- Maintain autonomy to be able to act in accordance with the fundamental principles.

VOLUNTARY SERVICE

- Freely accepted commitment.
- No desire for gain.
- Selflessness.

UNITY

- One national society.
- Open to all.
- Active in entire country.

UNIVERSALITY

- Universal vocation.
- Equality of National Societies.
- Solidarity.



**Palau Red Cross
Society (PRCS)**

Strategic Plan 2023-2027



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OUR VISION: Be the leading humanitarian organization in Palau that is inclusive, sustainable, effective, and that meets the needs of the community.



OUR MISSION: To promote safe, healthy, and resilient Palauan communities.

GOAL 1:

STRENGTHEN PALAU RED CROSS SOCIETY

[1.1] STRENGTHEN BRANCHES. Enhance the branch development program to maintain branches as per PRCS Constitution.

- Improve recruitment and maintain number of branch members to conduct constitutionally compliant branch assemblies.
- Governance members are inducted into their roles and responsibilities, and provided opportunities for development and growth in their respective roles.

[1.2] STRENGTHEN AUXILIARY ROLE AND PARTNERSHIPS.

- Develop and implement Memorandum of Understandings with key stakeholders; e.g., Ministry of Health & Human Services, Ministry of Education, Civil Society Organizations

[1.3] STRENGTHEN GOOD GOVERNANCE.

- Conduct regular PRCS General and Branch Assemblies.
- Governance members at all levels are inducted into their roles and responsibilities and provided opportunities for development and growth in their respective roles.
- Involve/seek support from governance members in all PRCS activities and programs.
- Implement Humanitarian Advocacy and Diplomacy.

[1.4] IMPROVE TRANSPARENCY AND ACCOUNTABILITY.

- Conduct and Publish annual Financial Audit.
- Regularly update PRCS social media platforms and website to inform community members and develop mechanisms to receive feedback.
- Publish quarterly newsletters with news, updates, activities, donations, and members.

[1.5] ENSURE FINANCIAL SUSTAINABILITY. Significantly increase current income sources and develop alternative revenue streams to cover PRCS annual service delivery plans and core costs.

- Expand on payroll allotments and online recurring payments – recruitment and retention to increase by 5% annually. (2023 payroll allotments: 292)
- Expand on key revenue streams and reflect them in the Annual Plan and Budget of PRCS, i.e. fundraising activities. (Red Gala)
- Continue to actively seek domestic and international grant opportunities; and to strengthen and expand on partners' support – Public Private Partnership.

[1.6] CAPACITATE HUMAN RESOURCES.

(staff, Members, Volunteers, Youth)

- Enhance volunteer management program.
- Institute volunteer engagement and retention activities i.e. recruitment, screening, training, engagement and support, and recognition.
- Organize and strengthen PRCS school and community Red Cross Youth Councils to serve as platforms for youths to be volunteers and leaders.
- Enhance capacities of staff, members, volunteers, youth through training and facilitated learning platforms.

[1.7] STRENGTHEN POLICIES, SYSTEMS AND PROCEDURES.

- Review current policies, systems and procedures and revise, update, or develop new ones as appropriate.
- Disseminate and implement policies, systems and procedures.
- Enact Palau Red Cross bill.
- Develop Digital Transformation Strategy and implement.

[1.8] IMPROVE EXTERNAL COMMUNICATIONS AND PRCS POSITIONING.

- Actively promote PRCS and the RCRC Movement knowledge and awareness through community outreach activities, pamphlets, flyers, video, radio/TV, social media platforms, newspaper, newsletter, and annual reporting showcasing available services and programs.
- Initiate or participate in national, international and global events or advocacies consistent with the Seven Fundamental Principles.
- Utilize PRCS Governance and Community Red Cross Disaster Action Teams for advocacy and information dissemination.

[1.9] INCREASE LOGISTICS CAPACITY.

- Establish Emergency Relief Supplies Warehouse Facility.
- Increase capacity of Standard Emergency Relief Items
- Maintain an effective stockholding plan.

[1.10] DEVELOP NATIONAL SOCIETY INFRASTRUCTURE.

- Establish National HQ Office.
- Develop Emergency Housing Capabilities.

GOAL 2:

ENHANCE COMMUNITY RESILIENCE

[2.1] IMPROVE COMMUNITY DISASTER PREPAREDNESS, DISASTER RESPONSE, AND DISASTER RISK REDUCTION.

- Strengthen RDAT capacity in every state with appropriate level of trainings, skills, and response equipment.
- Implement/support low cost, low-tech community-based disaster preparedness and disaster risk reduction.
- Develop and implement low-cost, low-tech initiatives to address climate change mobilizing PRCS volunteers.
- Establish standard feedback mechanism to update PRCS data base.
- Support drafting and implementation of SOPs with state government and relevant agencies.
- Partner with relevant agencies to strengthen disaster management Single Incident Emergency response.

[2.2] BE THE PRIMARY FIRST AID (FA) AND CPR REFERENCE CENTER IN PALAU.

- Establish a sustainable road map for providing community and commercial FA/CPR training in every state in Palau.
- Develop relationships with community health workers to promote health and safety.
- Organize regular First Aid groups and expand to schools.
- Implement Monitoring and Evaluation of CPR program.
- Conduct baseline survey for FA/CPR training.
- Have a First Aid certified volunteer in every state in Palau.
- Host FA/CPR (including water safety) Training of Trainers to increase number of available instructors.
- Develop PRCS Palauan First Aid Training curriculum and materials.
- Develop and Implement Community First Aid Standby and Basic EMT Program with Partners

[2.3] CONDUCT COMMUNITY-BASED HEALTH AND WASH ACTIVITIES.

- Capacitate volunteers in each state to conduct community health promotion, community-based surveys, and health education activities to address relevant community issues such as NCDs, and disease outbreaks.

[2.4] PROMOTE VOLUNTARY NON-REMUNERATED BLOOD DONATION.

- Sign a Memorandum of Understanding with the Ministry of Health & Human Services on voluntary non-remunerated blood donation.
- PRCS to manage blood and supply operation to collect and retain blood donors; utilize mobile van.

[2.5] PROMOTE PROTECTION, GENDER, AND INCLUSION.

- Develop and implement socially inclusive initiatives involving seniors for healthy aging; persons with disabilities; LGBTQIA+ community.