



A MESSAGE FROM THE CHAIRMAN OF THE BOARD

Alii, ungil sils leko er kau! It is with great pleasure that I present to you the Palau Red Cross Society (PRCS) Strategic Plan for 2018-2022 - a roadmap that will guide us for the next five years. This plan sets forth the long-term strategic goals and objectives for carrying out the National Society's mission. It is a direct result of careful consultations, workshops, and planning sessions with stakeholders and representatives from different sectors of the Palauan community.

In the course of its existence, since its inception in 1997, PRCS has gone through many challenges yet has persevered to establish itself as the leading humanitarian organization in Palau, auxiliary to the Palau Government for such purposes.

For the past six months, the PRCS Governing Board and management have undertaken ambitious initiatives for capacity building and strengthening of PRCS. As a result, the management team has gained momentum with new programs and is now focused on communication and transparency in order to secure ownership to its general membership and the community as a whole.

The strategic plan begins with the vision and the mission set forth for Palau Red Cross Society in accordance with the seven fundamental principles of the Red Cross and Red Crescent Movement worldwide. Then, it sets out the goals and priorities that will help bring the needed humanitarian services to alleviate sufferings whether man-made or by forces of nature, especially on the most vulnerable among us.

We would like to thank all collaborators, especially Rubekul Belau, who contributed in the development of this guiding document to further the work of the Palau Red Cross Society. It is with your blessing and partnership that PRCS can continue to grow to better serve our people.

Sincerely,

Santy Asanuma
Chairman, National Governing Board
Palau Red Cross Society

THE FUNDAMENTAL PRINCIPLES OF RED CROSS

HUMANITY: The International Red Cross and Red Crescent Movement, born of a desire to bring assistance without discrimination to the wounded on the battlefield, endeavors in its international and national capacity to prevent and alleviate human suffering wherever it may be found. Its purpose is to protect life and health and to ensure respect for the human being. It promotes mutual understanding, friendship, cooperation and lasting peace amongst all peoples.

IMPARTIALITY: The Movement makes no discrimination as to nationality, race, religious beliefs, class or political opinions. It endeavors to relieve the suffering of individuals, being guided solely by their needs, and to give priority to the most urgent cases of distress.

NEUTRALITY: In order to continue to enjoy the confidence of all, the Movement may not take sides in hostilities or engage at any time in controversies of a political, racial, religious or ideological nature.

INDEPENDENCE: The Movement is independent. The National Societies, while auxiliaries in the humanitarian services of their governments and subject to the laws of their respective countries, must always maintain their autonomy so that they may be able at all times to act in accordance with the principles of the Movement.

VOLUNTARY SERVICE: It is a voluntary relief movement not prompted in any manner by desire or gain.

UNITY: There can be only one Red Cross or one Red Crescent Society in any one country. It must be open to all. It must carry on its humanitarian work throughout its territory.

UNIVERSALITY: The International Red Cross and Red Crescent Movement, in which all Societies have equal status and share equal responsibilities and duties in helping each other, is worldwide.



Palau Red Cross Society

Strategic Plan 2018-2022



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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] **DEVELOP BRANCHES.** Develop and implement a branch development program that establishes branches and branch leaders as per PRCS constitution.

- Recruit and orient minimum number of branch members by 2018.
- Organize five constitutionally compliant branch assemblies.

[1.2] **STRENGTHEN AUXILIARY ROLE AND PARTNERSHIPS.**

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

[1.3] **STRENGTHEN GOOD GOVERNANCE.**

- Conduct regular PRCS General Assemblies.
- Governance members at all levels are inducted into their roles and responsibilities and provided opportunities for development and growth in their respective roles.

[1.4] **IMPROVE TRANSPARENCY AND ACCOUNTABILITY.**

- Conduct and publish annual financial audit.
- Regularly update social media and the 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.

- Leverage PRCS services to generate government funding support.
- Review and/or revise First Aid program to ensure it becomes a significant income stream of PRCS, increasing at least 10% annually.
- Sign up in 2018 250-300 payroll allotments and increase 10% annually.
- Explore alternative revenue streams and reflect this in the Annual Plan and Budget of PRCS; e.g., corporate support.
- Actively seek grants from domestic/international opportunities.

[1.6] **CAPACITATE HUMAN RESOURCES (Staff, Members, Volunteers, Youth).**

- Promote, protect and recognize PRCS volunteers.
- Organize 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 trainings and facilitated learning opportunities.

[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.
- Develop PRCS Rules of Procedures.

[1.8] **IMPROVE EXTERNAL COMMUNICATIONS AND PRCS POSITIONING.**

- Actively promote Red Cross knowledge, through pamphlets, fliers, videos, radio guesting, newspaper press releases, showcasing the services and programs offered by PRCS.
- Ensure that PRCS social media accounts are updated.
- Initiate or participate in national, international or global events or advocacies consistent with the Fundamental Principles (Palau RC + 1 org as conveners of *1 Billion Coalition for Resilience*).

[1.9] **DEVELOP LOGISTICS.**

- Repair existing warehouse storage facilities.
- Maintain effective inventory management.
- Procure new PRCS vehicle and establish own National Headquarters.



GOAL 2: ENHANCE COMMUNITY RESILIENCE

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

- Establish Red Cross Disaster Action Teams (RDAT) in every PRCS branch and provide appropriate skills; e.g., *assessment, relief, shelter, reporting, First Aid*.
- Implement low cost-low tech *Community Based Disaster Preparedness and Risk Reduction* programs.
- Support the development and implementation of low-cost low-tech community based early warning early action initiatives.
- Develop and implement low cost and low-tech initiatives addressing climate change, mobilizing PRCS branches and volunteers.
- Conduct vulnerability and capacity assessments to ensure relevant, and gender-sensitive actions appropriately addressing vulnerabilities.
- Expand First Aid/CPR and Water Safety trainings to schools and local community groups in every state.
- Partner with relevant agencies to improve water and food security.
- Establish a database for all humanitarian-related agencies/services.

[2.2] **BE THE PRIMARY FIRST AID/CPR REFERENCE CENTER IN PALAU.**

- Host a First Aid/CPR/Water Safety Master Trainer Course to increase the number of available certified instructors.
- Develop Palauan First Aid Training curriculum and materials.
- Have a First Aid certified individual in every hamlet of Palau by 2020.
- Organize regular First Aid competitions.

[2.3] **CONDUCT COMMUNITY-BASED HEALTH ACTIVITIES.**

- Capacitate volunteers in branches to conduct health promotion 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 on voluntary non-remunerated blood donation.
- Contribute to having an adequate supply of safe blood by promoting a voluntary non-remunerated blood donation.
- Develop and implement Palau Red Cross Pledge 25 Youth Group.

[2.5] **PROMOTE SOCIAL INCLUSION.**

- Implement social care initiatives such as Homecare Training Program (HTP) and expand Homebound Assistance Program (HAP).
 - Develop and implement socially inclusive initiatives involving seniors for healthy aging as well as persons with disabilities.
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