



STRATEGIC PLAN

2026-2030





THE SEVEN FUNDAMENTAL PRINCIPLES

The Palau Red Cross Society is guided by the Seven Fundamental Principles of the International Red Cross and Red Crescent Movement. These principles guide how we serve communities, make decisions, build trust, and carry out humanitarian action throughout Palau.

HUMANITY

We work to prevent and alleviate human suffering, protect life and health, and uphold the dignity of every person.

IMPARTIALITY

We provide assistance based on need alone, without discrimination, and give priority to those who are most vulnerable.

NEUTRALITY

We do not take sides in hostilities or engage in political, racial, religious, or ideological controversies, enabling PRCS to maintain the trust of all communities.

INDEPENDENCE

We maintain our autonomy and make decisions according to humanitarian principles while supporting public authorities in our auxiliary role.

VOLUNTARY SERVICE

Our humanitarian work is carried out without desire for personal gain and is strengthened by the compassion, commitment, and service of volunteers.

UNITY

There can be only one Red Cross Society in Palau. PRCS is open to all and carries out humanitarian work throughout the country.

UNIVERSALITY

PRCS is part of a worldwide humanitarian Movement in which all National Societies have equal status, share equal responsibilities, and support one another in times of need.

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Youth Member

MESSAGE FROM THE PRCS PRESIDENT



Over the next five years, the Palau Red Cross Society will build upon the strong foundation established in recent years, expanding its humanitarian impact, strengthening community resilience, and enhancing its capacity to serve vulnerable people across Palau. As communities continue facing evolving challenges ranging from climate-related emergencies to public health concerns and social vulnerabilities, PRCS remains committed to building a more prepared, resilient, and connected Palau.

This Strategic Plan 2026–2030 reflects not only our priorities, but also our ambition to strengthen how we serve communities across the country. We are proud of the progress made through the dedication of our volunteers, staff, members, and partners, and we are equally excited about the opportunities ahead. PRCS will continue investing in community resilience, volunteer development, preparedness, inclusion, public engagement, and stronger institutional systems that support effective humanitarian action.

As the auxiliary to the government in humanitarian services, PRCS recognizes the importance of collaboration, accountability, and adaptability in a rapidly changing environment. The organization is preparing for the future by strengthening coordination, improving accessibility of services, expanding outreach and communications, and enhancing our capacity to respond to emergencies and community needs with efficiency and compassion.

This strategic period represents an opportunity to modernize, strengthen partnerships, and further position PRCS as a trusted humanitarian organization that communities can rely on. Guided by the Fundamental Principles of the International Red Cross and Red Crescent Movement, we remain committed to serving humanity with dignity, neutrality, and respect for all.

Jefferson Thomas
President
The Governing Board, Palau Red Cross Society

MESSAGE FROM THE PRCS SECRETARY GENERAL



The Strategic Plan 2026–2030 establishes a forward-looking framework that will guide the continued growth and refinement of the Palau Red Cross Society over the next five years. This plan reflects PRCS's commitment to strengthening humanitarian services, improving operational systems, and expanding community-centered approaches that are responsive to Palau's evolving needs.

As humanitarian challenges become increasingly complex, PRCS recognizes the importance of preparedness, innovation, and sustainable systems. The organization

is entering this strategic period with a strong focus on enhancing community resilience, strengthening health and safety initiatives, expanding volunteer and youth engagement, improving communications and digital systems, and building more effective coordination and service delivery mechanisms through partnerships.

PRCS is also committed to strengthening accountability, accessibility, and inclusion across all programs and operations. Through improved planning, monitoring, communications, and institutional capacity, the organization aims to deliver more efficient, data-informed, and community-driven humanitarian action throughout Palau..

The next five years present an important opportunity for PRCS to build upon existing strengths while modernizing systems and expanding partnerships that support long-term sustainability and impact. With the continued support of volunteers, staff, communities, government, and partners, PRCS is prepared to strengthen its humanitarian leadership and further its mission of serving vulnerable people throughout Palau.

J. Maireng Sengebau
Secretary General
Palau Red Cross Society

OUR NATIONAL SOCIETY



The Palau Red Cross Society (PRCS) is the national humanitarian organization of the Republic of Palau and a member of the International Red Cross and Red Crescent Movement. **Established by the Palau National Congress through House Joint Resolution 5-24-3 on 31 July 1997**, PRCS was recognized by the International Committee of the Red Cross (ICRC) on 30 September 1997 and admitted to the International Federation of Red Cross and Red Crescent Societies (IFRC) on 20 November 1997.

As an auxiliary to the public authorities in the humanitarian field, PRCS works to serve the most vulnerable, alleviate human suffering and promote human dignity and peace. The Society provides humanitarian services that strengthen the resilience, health, safety, and well-being of communities throughout Palau guided by the Fundamental Principles of *Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity, and Universality*.

Through its headquarters in Koror and a dedicated network of volunteers, members, staff, and partners, PRCS delivers programs and services that support disaster preparedness and response, community health and first aid, blood services, youth engagement, volunteer development, and community resilience. The Society works closely with government agencies, community leaders, schools, businesses, and international partners to ensure that humanitarian assistance reaches those who need it most.

As Palau continues to face evolving challenges including climate change, natural hazards, public health risks, and social vulnerabilities, PRCS remains committed to strengthening its humanitarian role and expanding its impact. Through this Strategic Plan 2026–2030, the Society seeks to build stronger communities, enhance preparedness and resilience, strengthen organizational capacity, and ensure that people across Palau have access to trusted humanitarian support when they need it most.

VISION

To be the leading humanitarian organization in Palau that is inclusive, sustainable, effective, and that meets the needs of the community.





MISSION

To promote safe, healthy, and resilient Palauan communities.



OUR CENTER OF GRAVITY

The Palau Red Cross Society's (PRCS) center of gravity is community-based humanitarian preparedness and response, strengthening resilience, health, and safety before, during, and after emergencies. PRCS serves individuals and communities made vulnerable by economic hardship, age, disability, geographic isolation, and limited access to essential services. Its priority groups include remote and outer island communities, older and home-bound individuals, persons with disabilities, low-income households, and communities affected by health and natural emergencies.

PRCS plays a critical role in strengthening existing coping mechanisms through disaster preparedness, emergency response, blood donor recruitment, first aid training, and community resilience programs. By working closely with communities across all 16 states, PRCS helps vulnerable populations anticipate, withstand, and recover from crisis while promoting safer, healthier, and more resilient communities throughout Palau.

OUR OPERATING ENVIRONMENT

PRCS operates in a rapidly changing environment shaped by climate change, public health risks, economic pressures, technological advancements, and evolving community needs. Increasing disaster risks, rising costs, and limited resources create challenges for humanitarian organizations across the Pacific, including Palau.

At the same time, PRCS benefits from strong community values, a culture of volunteerism, supportive partnerships, and growing awareness of the importance of preparedness and resilience. Advances in communications and technology also present new opportunities to improve service delivery, community engagement, and emergency response.

Acknowledging and understanding these opportunities and challenges enable PRCS to make informed decisions, strengthen its capacity, and position itself to meet the humanitarian needs of Palau over the next five years.



BUILDING FROM WHAT WE HAVE & WHAT WE DO BEST OUR STRATEGIC PLAN FOR 2026-2030



Strategic Goal 1: Communities anticipate, prepare for, respond to, and recover from crisis and emergencies

Objective 1.1: In partnership with state and national authorities, develop and implement community-led disaster risk reduction programs in hazard-prone communities.

Objective 1.2: Create and implement a flagship program that links environmental stewardship with humanitarian action, incorporating both mitigation and adaptation.

Objective 1.3: Finalize, institutionalize, and implement the PRCS Disaster Risk Management Framework and Policy as the foundation for strengthening emergency procedures, operational readiness, and competency-based training for staff, volunteers, and emergency response teams.

Objective 1.4: Establish and operationalize hazard-specific anticipatory action frameworks, including forecast-based triggers, contingency plans, early action protocols, and pre-agreed financing mechanisms.

Objective 1.5: Upgrade the emergency response training program focused on Single Incident Emergencies with new skills-based sessions on mitigation, anticipatory action, preparedness, response, and recovery.

BUILDING FROM WHAT WE HAVE & WHAT WE DO BEST OUR STRATEGIC PLAN FOR 2026-2030

Our 5-year Strategic Framework

Strategic Goal 2: Communities lead safe, healthy, and dignified lives

Objective 2.1: Expand community first aid capacity by increasing the number of households with at least one trained and certified first aider.

Objective 2.2: Establish a comprehensive Safety Services Program covering first aid, water safety, and community risk reduction.

Objective 2.3: Develop and maintain a nationally certified network of First Aid Level C and Level B instructors to ensure the consistent delivery of high-quality training based on updated standards and curricula.

Objective 2.4: Strengthen partnerships, advocacy, donor recruitment, and donor retention to support a sustainable voluntary non-remunerated blood donation program.

Objective 2.5: Mainstream Protection, Gender, and Inclusion (PGI) and Community Engagement and Accountability (CEA) principles across all programs, services, and organizational practices.

Objective 2.6: Strengthen humanitarian support services for active-duty military personnel, veterans, and their families in partnership with the American Red Cross Service to the Armed Forces program.



BUILDING FROM WHAT WE HAVE & WHAT WE DO BEST

OUR STRATEGIC PLAN FOR 2026-2030

Our 5-year Strategic Framework

Strategic Goal 3: Palau Red Cross Society is a strong, sustainable and accountable humanitarian organization

Objective 3.1: Advocate for the enactment and implementation of the Palau Red Cross Act to strengthen the Society's auxiliary role, legal mandate, and capacity to expand humanitarian services.

Objective 3.2: Increase public awareness and understanding of the mandate, principles, role, and humanitarian services of the Palau Red Cross Society and the International Red Cross and Red Crescent Movement.

Objective 3.3: Strengthen transparency, accountability, and public trust through effective Community Engagement and Accountability (CEA) mechanisms, supported by accessible multi-media communication platforms for information sharing, feedback, and participation.

Objective 3.4: Diversify and strengthen resource mobilization through recurring donor programs, social enterprise initiatives, corporate partnerships, digital fundraising, and other innovative financing mechanisms to achieve long-term financial sustainability.

Objective 3.5: Strengthen the capacity of staff, members, and volunteers to deliver high-quality humanitarian services that meet Red Cross and Red Crescent standards and best practices.

Objective 3.6: Enhance the role of governance in humanitarian diplomacy, resource mobilization, strategic oversight, and the strengthening of organizational policies, systems, and procedures.

Objective 3.7: Promote environmentally sustainable and climate-smart humanitarian operations by strengthening green logistics, reducing organizational carbon footprints, ensuring adequate emergency stockpiles, and adapting relief supplies to the Palauan context.

OUR YARDSTICK FOR SUCCESS



STRATEGIC GOAL 1:

Communities anticipate, prepare for, respond to, and recover from crisis and emergencies

Key Result Areas:

- ❖ Community-led disaster risk reduction programs, risk assessments, and preparedness plans established and operational in all 16 states.
- ❖ Community-based early warning systems and hazard-specific anticipatory action frameworks established and operationalized for priority hazards affecting Palau.
- ❖ Forecast-based triggers, contingency plans, early action protocols, and pre-agreed financing mechanisms developed and activated to support anticipatory action.
- ❖ A flagship climate resilience and environmental stewardship program established and implemented, integrating climate adaptation, climate mitigation, and humanitarian action.
- ❖ Strategic partnerships strengthened with government agencies, traditional leaders, community organizations, environmental stakeholders, and the private sector to enhance community resilience.
- ❖ The PRCS Disaster Risk Management Framework and Policy approved, institutionalized, and implemented, supported by updated disaster management procedures, guidelines, and standard operating procedures.
- ❖ Competency-based disaster management, emergency response, and Single Incident Emergency training programs upgraded and delivered to staff, volunteers, RDAT members, and emergency response teams.
- ❖ Emergency response systems, logistics arrangements, communications equipment, emergency stockpiles, and response teams maintained and operational to ensure timely and effective humanitarian action nationwide.

OUR YARDSTICK FOR SUCCESS

STRATEGIC GOAL 2:

**Communities live safe, healthy,
and dignified lives**

Key Result Areas:

- ❖ Households with at least one trained and certified first aider increased nationwide.
- ❖ PRCS Safety Services Program covering first aid, water safety, and community risk reduction established and operational.
- ❖ National network of certified First Aid Level C and Level B instructors established and delivering training based on updated Red Cross standards.
- ❖ Sustainable voluntary non-remunerated blood donation system strengthened through formal partnerships, effective donor management, and increased donor participation.
- ❖ PGI and CEA policies, guidelines, and accountability mechanisms institutionalized and applied across all PRCS programs and services.
- ❖ Humanitarian support services for military personnel, veterans, and their families expanded and delivered in partnership with the American Red Cross.



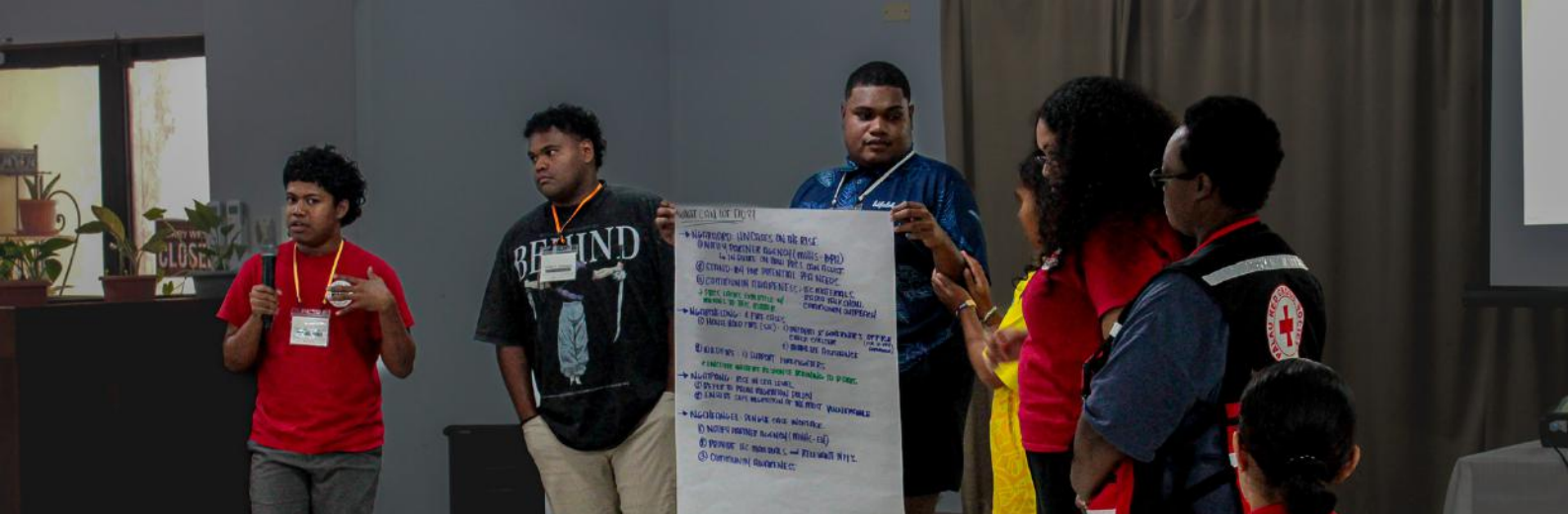
OUR YARDSTICK FOR SUCCESS

STRATEGIC GOAL 3:

Enhance delivery of humanitarian services through sustainable institutional mechanisms

Key Result Areas:

- ❖ The Palau Red Cross Act enacted and implemented, strengthening the Society's legal mandate, auxiliary role, and capacity to deliver humanitarian services.
- ❖ Public awareness and understanding of the mandate, principles, role, and humanitarian services of the Palau Red Cross Society and the International Red Cross and Red Crescent Movement significantly increased.
- ❖ Community Engagement and Accountability (CEA) mechanisms institutionalized and supported by accessible multi-media communication platforms that promote transparency, participation, and feedback.
- ❖ Sustainable and diversified resource mobilization systems established through recurring donor programs, social enterprise initiatives, corporate partnerships, digital fundraising, and other innovative financing mechanisms.
- ❖ Staff, members, and volunteers equipped with the competencies, skills, and tools required to deliver humanitarian services in accordance with Red Cross and Red Crescent standards and best practices.
- ❖ Governance actively engaged in humanitarian diplomacy, resource mobilization, strategic oversight, and the strengthening of organizational policies, systems, and procedures.
- ❖ Environmentally sustainable and climate-smart operations institutionalized through green logistics, sustainable procurement, reduced carbon footprint, and locally appropriate relief supplies.
- ❖ Digital transformation, information management, monitoring and evaluation, and organizational learning systems strengthened to support effective decision-making, accountability, and operational excellence.



OUR TRACKER

The Strategic Plan 2026–2030 will be implemented through an integrated planning, coordination, monitoring, and learning process that ensures the Palau Red Cross Society remains focused on achieving its strategic goals while remaining responsive to emerging needs and opportunities.

The Strategic Plan provides the overall direction for the organization and is operationalized through the PRCS One Plan, which translates strategic priorities into annual activities, budgets, responsibilities, and timelines. The One Plan serves as a shared planning tool that promotes coordination and collaboration across all programs and departments.

Regular Management Meetings provide strategic oversight and review organizational performance, priorities, and operational challenges. Project Management Meetings bring together managers, budget holders, and program leads to review progress, monitor implementation, discuss resource utilization, and coordinate upcoming activities.

Progress toward the Strategic Plan will be monitored through Key Result Areas, performance indicators, activity tracking, financial monitoring, and regular reporting. Lessons learned from implementation will be incorporated into planning and decision-making to strengthen effectiveness, accountability, and impact.

Mid-term and end-of-plan reviews will be conducted to assess progress, identify opportunities for improvement, and guide future strategic planning..





TOGETHER FOR A SAFER, HEALTHIER,
AND MORE RESILIENT PALAU.



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