



2023 Annual Report



PRCS and partner agencies with **Chief Patron, the President of the Republic of Palau**, and **Host** of the *first-ever Humanitarian Fundraising Ball*

A kick-start of events commemorating (September) National Preparedness Month (Palau National Gymnasium, August 2023)

Paramount Chief Reklai, Minister Tmetuchl, former PRCS Chairman Asanuma and current PRCS Chairman Thomas



Traditional Chiefs Nurap, Beouch, Ngirturong, Ngraked, Rekemesik, and Mrs. Whipps



Ambassador Li, Ambassador Turner, Minister Victor, Speaker Tellei, and Mr. Waibuta



Omekesang & Palau Parents Empowered Disability Groups



Seven Fundamental Principles of Red Cross & Red Crescent
Humanity. Impartiality. Neutrality. Independence. Voluntary Service. Unity. Universality



Pictured above: (L-R)
Keila Augustus,
Meang Ngiraingas, Oyaol
Ngirairikl,
Melinda Lawrence



Picture Above:
Iyoul Saze Tewid, Ngirchomlei Tewid



Pictured Above: (L-R)
Francesca Morei-Misech, Cynthia Salvador



Picture Above: (L-R)
Mariposa Ngiramengior,
Kirby Sikyng



Pictured above: (L-R)
V.C. Waymine Towai, Shellvie Emiliano-Towai



Board Member Kyarii Kazuma

Picture Below: Petra Rdiall Glenn,
Miriam Johanes, Julita Tellei



Picture Below:
Zoe Ernest, Dolmers Iyar,
Rondy Ronny, Emily Antonio



Picture Below:
Meang Ngiraingas, Malikei Ngirmidol



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Message from the Chairman



JEFFERSON THOMAS CHAIRMAN

National Governing Board
Palau Red Cross Society

2023 was a milestone year for Palau Red Cross Society.

We held our first-ever Humanitarian Fundraising Ball. The event was hosted by the Chief Patron, the President of the Republic of Palau. Our donors and partners are a vital part of that story, and we thank you all for your valuable role and ongoing commitment.

As the needs of vulnerable people increase, we rely on the generous support of the Palauan communities; our members, individual donors, corporate donors, and partners in addition to the support from the national government to help fund our work. We extend our gratitude to the people of the Republic of Palau, our government and non-government partners, businesses and stakeholders that have provided financial or in-kind support throughout the year. We also thank all our givers, our bi-weekly allottees, and those who have contributed to Palau Red Cross Society's success.

Thanks must also go to those who have continued to give their gift of lifesaving blood. We also acknowledge our Red Cross Family – volunteers and staff – who have worked so tirelessly this year. Kom Kmal Mesaul!

As Palau Red Cross Society moves forward, we ask people from all walks of life to share and grow the power of humanity. Together, we can continue to help alleviate human suffering and contribute to the promotion of human dignity and peace.

Sincerely,

/s/

Chairman, National Governing Board

Message from the Executive Director



JOANNE MAIRENG SENGBAU
EXECUTIVE DIRECTOR
Palau Red Cross Society

Ak Imuut el dulii tiang: "A sengsonged a mrecherechii a klengoes." I repeat, "Alone we can do little; together we can do so much." (Helen Keller)

Thank you, each and everyone, for your part in this Palau Red Cross journey.

We improved and enhanced essential services.

- FY 2023: Implementation of the new Chart of Accounts for PRCS Finance
- Implementation of the 2 nd 5 year Strategic Plan 2023-2027
- Level-1 State RDAT training for all 16 states started with Koror State

We invested in new activities.

- Governing Board Members and Staff participated in a Peer exchange with Philippine Red Cross
- July New members of National Governing Board
- Humanitarian Ball
- North Pacific National Society Roundtable Meeting

Sincerely,

/s/

Executive Director



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.



Introduction

The Palau Red Cross Society (PRCS) 2023 Annual Report covers the months of October 2022 to December 2023, and will be published following a calendar year thereafter. The annual report is structured reflecting the National Society's journey through its Strategic Plan 2023-2027. It is published every year to inform the public, its members, volunteers, donors, and stakeholders about the accomplishments and challenges of their Red Cross Society in Palau.

The accomplishments of the PRCS could not have been possible without the support of its donors, partners, volunteers, and staff. **The 2023 Annual Report is dedicated to the Red Cross Disaster Action Teams (RDATs) from all of Palau's 16 states.** Thank you for the responsibilities you carry in our communities, and the work you do to build resiliency in our communities.

Top Photo: Community Red Cross Disaster Action Team (RDAT) member from Ngaraard State carry-out drought Vulnerability Capacity Assessment for one household.

Bottom Photo: PRCS and the Division of Marine Law working together to ensure the delivery of water supplies to the Southwest Islands. (October 2023)

Copyright: PRCS 2024; Koror, Republic of Palau

PALAU RED CROSS SOCIETY

2023 CORPORATE DONORS

Corporate Donor Levels

PLATINUM	\$10,000+	
GOLD	\$5,000 - \$9,999	
SILVER	\$2,500 - \$4,999	
BRONZE	\$1,000 - \$2,499	<ul style="list-style-type: none"> • Embassy of the Republic of China (Taiwan) • Globus Trading Company • Topside Service Station

2023 HUMANITARIAN FUNDRAISING BALL TOP DONORS

GOLD \$5,000-\$9,999	Surangel & Sons Company
SILVER \$2,500-\$4,999	I. Rudimch & Company
BRONZE \$1,000-\$2,499	<ul style="list-style-type: none"> • Labor, Employment & Housing Committee - Senate 11th Olbiil er a Kelulau • Ministry of Public Infrastructure and Industry (MPII) Bureau of Aviation • Palau National Communications Corporation (PNCC)

STRATEGIC 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 provide opportunities for development and growth in their respective roles.

PRCS Membership Recruitment is on-going to maintain numbers to conduct constitutionally compliant branch assemblies. Following every branch assembly, governance members are inducted into their roles and responsibilities and will work in their respective roles to provide opportunities towards National Society development and positive growth.

Branch Assembly is scheduled to take place in 2024. Each Branch Governing Board is composed of a Chairperson, Vice Chairperson, Secretary/Treasurer and four members inclusive of a youth member from the Palau Red Cross Youth Council, and manages the strategic planning and decision-making on Branch activities.

The Chairperson of the North Branch Governing Board was nominated and elected in the 2023 General Assembly as Chairperson of the National Governing Board. Following the PRCS Constitution, if there is a vacancy in the position of the branch chairperson, the Vice Chairperson shall automatically assume the role.

NORTH BRANCH BOARD



Hilda N. Reklai
Chairperson

VACANT
Vice Chairperson



Antonnette Merur
Treasurer



Jay Olegeriil
Member



Margie Bechab
Member



Reuben Inawo
Member



Melvira Kazuma
Youth Member

CENTRAL BRANCH BOARD



Gaafar Uherbelau
Chairperson



Darnelle Worswick
Vice Chairperson



Rosania Victor
Treasurer



Edwina Ngiraikelau
Member



Ribka Kintaro
Member



Cynthia Malsol
Member



Telei Marcil
Youth Member

1.2 Strengthen Auxiliary Role and Partnerships

- Develop and implement Memorandum of Understandings (MOUs) with key stakeholders; e.g., Ministry of Health and Human Services (MHHS), Ministry of Education (MOE), Civil Society Organizations (CSO).

PRCS has continued to build partnerships with key stakeholders both internally and externally. **Partnerships** with other agencies are significantly important to PRCS' mandate to serve the most vulnerable in our communities. While PRCS works as an auxiliary to the government, partner agencies assist in effectively identifying challenges in all aspects of life. Collaborative efforts contribute to identifying possible solutions and developing effective strategies to address the challenges faced and specific needs of those most vulnerable in our communities.

Partnership with Palau's 16 states through the National Emergency Management Office (NEMO) strengthens PRCS' auxiliary role by allowing community Red Cross Disaster Action Team (RDAT) trainings to take place in each state. The training objective is to prepare RDATs with knowledge, skills, and tools to respond to emergencies.

Memorandum of Understandings (MOU) with key stakeholders will be revisited in 2024, developed and put in place for implementation. An MOU with MHHS for Voluntary Non-Remunerated Blood Donation is among the first to be reviewed.



PRCS and partner agencies MHHS, MOE, Ministry of State (MOS), Office of the Vice President and Ministry of Justice (OVP / MOJ), Office of the Attorney General, Ministry of Human Resources, Culture, Tourism, and Development (MHRCTD), Belau Association of Non-Governmental Organizations (BANGO), and United Nations Children's Fund (UNICEF) combine efforts to address Child Protection and Sexual and Gender-based Violence in Emergencies (SGBViE).

(TR Building, Palau International Coral Reef Center; Palau Royal Resort, 2023)

PRCS PARTNERS

- American Red Cross (AmRC)
- Department of Foreign Affairs and Trade (DFAT), Government of Australia
- Diaz Broadcasting Company, WWFM 89.5
- Division of Media, Eco Paradise 87.9FM Ngerel Belau 1584AM
- Australian Embassy
- Embassy of Japan
- Embassy of the Republic of China (Taiwan)
- Embassy of the United States of America
- Governors Association
- United Nations Environment Programme
- Health Care Coalition (HCC)
- International Committee of Red Cross (ICRC)
- International Federation of Red Cross Red & Crescent Societies (IFRC)
- International Organization for Migration (IOM)
- Ministry of Education (MOE)
- Ministry of Finance (MOF)
- Ministry of Health and Human Services (MHHS)
- Ministry of Human Resources, Culture, Tourism and Development (MHRCTD)
- Ministry of Justice, Anti-Human Trafficking Unit (MOJ AHTU)
- Ministry of Public Infrastructure and Industries (MPII)
- Ministry of State (MOS)
- National Emergency Committee (NEC)
- National Emergency Management Office (NEMO)
- National Weather Service
- Oceania Engagement Team (OET)
- Office of the President
- Office of the Vice President
- Omekesang Disability Group
- Palau 16 State Governments (*Aimeliik, Airai, Angaur, Hatohobei, Kayangel, Koror, Melekeok, Ngaraard, Ngarchelong, Ngardmau, Ngatpang, Ngchesar, Ngaremlengui, Ngiwal, Peleliu, Sonsorol*)
- Palau Community Action Agency (PCAA)
- Palau Community College (PCC)
- Palau High School (Youth Red Cross Club)
- Palau Parents Empowered (PPE)
- Palau United Nations Office
- Palau Visitors Authority (PVA)
- Palau Wave Broadcasting Company, PWFM 89.9
- Palau Workforce Innovation and Opportunity Act (WIOA)
- Seat belts Are For Everyone (SAFE) Committee
- UN Women
- United States Agency for International Development (USAID)
- United States Civic Action Team

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.

PRCS held its **General Assembly** on July 27, 2023, and thanks all outgoing National Governing Board Officers and Members for their valuable service. They are namely, as follows: *Santy Asanuma, Ex-Officio; Mary Ann Delemel, Treasurer; Emery Wenty, Member; Dean Terry, Member; and Hila Asanuma, Member.*

The composition of the current National Governing Board is, as follows: Jefferson Thomas, Chairperson; Waymine Towai, Vice Chairperson; Judy Ann Sabino, Treasurer; Blanche Salii, Member; Irene Olkeriil, Member, David Bai, Member; Ritter Udui, Member; Aileen Mikel, Member; and Bedochl M. Yobech, Youth Member.

Key stakeholders representing Office of the Vice President of Palau, Ministry of Health and Human Services, Ministry of Education, Omekesang, and Palau Parents Empowered (Disability Program) play an important role in the General Assembly. The stakeholders are invited as observers and may also participate in discussions on key issues and the strategic goals of the National Society. The International Federation of Red Cross and Red Crescent (IFRC) and the International Committee of the Red Cross (ICRC) also play an important role in this growth.

Governance members (National, North Branch, Central Branch) play an instrumental role in the growth of the National Society, and contributed to the success of the first-ever *Humanitarian Fundraising Ball* held on August 31, 2023. In 2024, work on **Humanitarian Advocacy and Diplomacy** will begin.



PRCS governance members attending the 2023 Humanitarian Fundraising Ball and Executive Director Sengebau pose in a photo with the President / Chief Patron and First Lady Whippis.

1.4 Improve Transparency and Accountability

- *Conduct and publish annual financial audits.*
- *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.*

The **FY 2022 Financial Audit Report** was completed by Burger, Comer, and Magliari (BCM) with Unmodified Opinion or “clean audit”; **Adopted by the PRCS National Governing Board on June 06, 2024; Resolution #01; Series 2024.** The audit report is available on the PRCS website at www.palauredcross.org.



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*
- *Expand on key revenue streams and reflect them in the Annual Plan and Budget of PRCS, i.e. fundraising activities.*
- *Continue to actively seek domestic and international grant opportunities; and to strengthen and expand on partners' support - Public Private Partnership.*

There is a noted decrease in the number of payroll allotments / bi-weekly allotters in 2023 as a result of increased outmigration and the challenges of global inflation. There were **292 allotters in 2023 compared to 348 allotters in 2022.** Recruitment efforts are on-going at every opportunity during outreach activities, partner events, and mass gatherings. Online donations (PayPal) through the PRCS website has become operational and is a convenient avenue to welcome income from tech savvy donors and supporters inside and outside Palau.

The **first-ever Humanitarian Fundraising Ball** held on August 31, 2023 was a success. The event was hosted by the PRCS Chief Patron, the President of the Republic of Palau. With partnership support of the Health Care Coalition, the Humanitarian Ball is an approved event to happen every year as part of National Disaster Preparedness Month (September) activities.

PRCS is continuing to find opportunities to improve and enhance efforts for its income generating activities. Plans are being developed to revamp **Commercial First Aid & CPR Trainings; General Membership Fees; recruitment and retention activities for Individual and Corporate Donations; Donation Boxes; and Annual Fundraisers.** A used clothing retail store is in planning to open in 2024 following the completion of the PRCS Emergency Relief Supplies Storage Warehouse and Training Center.



L-R: Ms. Tmng Udui enrolls for PRCS general membership and bi-weekly allotment program; Palau National Communications Corporation donates to the first-ever PRCS Humanitarian Fundraising Ball. (October - December 2022)



- 1) PRCS Chief Patron President Whipps and Mr. Uludong
- 2) PRCS National Governing Board - Ex-Officio Santy Asanuma and Chairman Jefferson Thomas
- 3) Mr. & Mrs. Alan Seid and Friends showcasing event memorabilia
- 4) PRCS partners Palau Parents Empowered and Omekesang
- 5) First Lady Whipps and members of the Seat belts Are For Everyone Committee
- 6) Live Entertainment with Kirby, Balty (missing Posa, Kelau)
- 7) Event Master of Ceremony Mr. Olkeriil Kazuo and prize winner Mrs. Termeteet

Commercial First Aid is one significant source of income for the National Society. The income generated through commercial first aid trainings are included with donations received from PRCS annual general membership; individual donors through payroll allotments, walk-ins, PayPal donors; corporate donors; donation boxes; and fundraising events. The funds are used in times of emergencies, and help support PRCS' core activities such as providing basic lifeline assistances through the Single Incident Emergency Assistance Program to households affected by disaster and health related incidents.

In 2023, households affected by house fire, climate change (flooding; landslides); and domestic violence were provided assistance because of the efforts to ensure financial sustainability. PRCS is eternally grateful to all its donors - individuals, businesses, and agencies who have entrusted PRCS to be their First Aid and CPR training provider, or are giving in other ways helping to fuel the support provided to those most in need in the communities. Thank you - Kom kmal mesaul!



Surangel and Sons Company supports PRCS Commercial First Aid / CPR Program. By end of 2023, a total of 88 employees from various Surangel Departments are trained and certified.



REPUBLIC OF PALAU
Office of the Attorney General

ATTORNEY GENERAL
Ernestine K. Rengil

ASSISTANTS
Rebecca L. Schuster – EQPB
Rebecca S. Sullivan
Laleani N. Tabuskuro
Hila D. Asanuma
Kathleen M. Burch
Christiaan D. Mitchell
Lavinia LM David
Poseci W. Lalabalavu

**CERTIFICATE OF GOOD STANDING
PALAU NATIONAL RED CROSS SOCIETY
A NON-PROFIT CORPORATION
NPC NO. 036-2023**


I, Ernestine K. Rengil, Attorney General and Registrar of Corporations for the Republic of Palau, do hereby certify:

That on June 2, 1995 PALAU NATIONAL RED CROSS SOCIETY was duly chartered as a non-profit corporation authorized as an association of persons for any lawful purpose other than pecuniary profit in the Republic after its Articles of Incorporation and Bylaws were submitted to, reviewed and approved by the Registrar of Corporations and a corporate charter was issued by the President of the Republic of Palau; and

That no record exists in this office of a certificate of dissolution of said corporation nor of a court order declaring dissolution thereof, nor of a merger or consolidation which terminates its existence; and

That said corporation is authorized to exercise all its corporate powers, rights and privileges and is in good legal standing in the Republic of Palau.

IN WITNESS WHEREOF, I have executed this Certificate of Good Standing on August 30, 2023. **This Certificate of Good Standing expires July 31, 2024.**


Ernestine K. Rengil
Attorney General/ Registrar of
Corporations, Republic of Palau

P. O. Box 1365, Koror, Palau 96940; Telephone Nos. (680) 488-2481/5708/2847;
Fax No. (680) 488-3329; Email Address: agoffice@palaunet.com

THANK YOU FOR YOUR CORPORATE DONATIONS

October 2022 - December 2023



\$1,000 - \$2,499 CORPORATE BRONZE DONORS

L-R: Embassy of the Republic of China (Taiwan); Globus Trading Company; Topside Service Station.



\$500 AND UNDER DONORS

L-R: Belau Medical Clinic (BMC); BankPacific.



\$500 AND UNDER DONORS

L-R: Palasia Hotel; Fortune Investment Development Corporation (FIDC); PIE Printing.

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 Council to serve as platforms for youths to be volunteers and leaders.
- Enhance capacities of staff, members, volunteers, and youth through trainings and facilitated learning platforms.

Volunteers play a big role in the National Society. They provide the needed assistance that PRCS needs to deliver services to vulnerable people in communities. Throughout the years, volunteers are provided with meal and transportation allowances, and assist at the PRCS Headquarters in the fields of Administration, Finance, Disaster Management, Logistics, Health and Social Services, Information Management, and Dissemination and Communications. Every year on December 5th for **International Volunteers Day**, PRCS is given the opportunity to show its gratitude and celebrate the volunteers for the different support and talents they bring to the team.

Youth volunteers are governed by the **PRCS Youth Council (PRCYC)** of which are elected through a Youth Assembly. They are represented in the PRCS Governing Boards (National, North Branch, and Central Branch). **Youth Club Programs** to launch in 2024.

Training is on-going for community volunteers, the Red Cross Disaster Action Teams (RDATs) in Palau's 16 states. The **RDAT Trainings** aims to prepare community volunteers with knowledge, skills, and tools to respond to disaster and health emergencies. Partner agencies National Emergency Management Office (NEMO), National Weather Service, Ministry of Health and Human Services (MHHS), Ministry of Education, International Organization for Migration, and Governors of the 16 states have important roles in this effort. The topics required to prepare the RDATs are covered in a 3-day training and includes the following:

- Emergency Evacuation
- Shelter Management
- Initial Damage Assessment
- Relief Distribution
- First Aid and CPR
- Crisis and Emergency Risk Communication
- Water, Sanitation, and Hygiene (WASH) Promotion
- Epidemic Control for Volunteers
- Intro to Psychological First Aid



L: Koror State RDATs with Governor Eyos Rudimch.

M-R: High School Career Practicum Volunteers Jomil Garcia, Shante Leemansky, and Youth Volunteer Belbult Rubasch.

Staff & Volunteer Activities: October 2022 - December 2023

- Signing MOU between BANGIKOI Youth Society and PRCS
- 2022 Annual Report Distribution
- 2023 General Assembly
- 2023 Humanitarian Fundraising Ball
- Blood Drives
- Car Seat Applications - Seat belts Are For Everyone (SAFE Committee)
- Community and Commercial First Aid and CPR trainings
- Community RDAT trainings
- Planning Meeting with American Red Cross (AmRC)
- Drought Vulnerability and Capacity Assessments
- First Aid and CPR Training of Trainers (Palau and Republic of the Marshall Islands)
- Host North Pacific Leaders Roundtable Meeting
- International Day of Persons with Disabilities
- Kaketkaki (Non-Communicable Disease Program)
- Koror State 39th Constitution Day (Standby Team)
- Logo Contest - Anti-Human Trafficking (Working Group)
- National (Disaster) Preparedness Month Activities with Partners
- OMAL Marathon (Standby Team)
- Participation in NEMO State Outreach in Palau's 16 states
- PRCS Membership and Payroll Allotters Recruitment & Retention
- PRCS Strategic Planning Workshop (Developing the Roadmap for 2023-2027)
- Recruitment Activities - Membership, Allotters, Blood Donors
- Regular PRCS Radio Program
- Search and Rescue Operations (assistance with providing drinks, meals and refreshments)
- Sharing MHHS COVID-19 Testing and Vaccination Schedule
- Sharing NEMO Public Advisories
- Single Incident Emergencies Response (Disaster/Health)
- Team KLEMAT EMT Simulation Training / Exercise
- Tropical Storm 27W Preparedness and Response Operations
- Volunteer Recruitment (National Mass Rescue Operations)
- World Blood Donor Day Activities
- World Red Cross Day Activities
- Yard Sale



PRCS-recruited Volunteers for National Mass Rescue Operations, 2023.

Local and external trainings and other capacity building opportunities for staff and volunteers this reporting period includes the following:

- **Commercial First Aid and Resource Mobilization Business Canvas Workshop**
 - Nadi, Fiji, November 1-3, 2022
- **Branch Peer Exchange with Philippine Red Cross**
 - Manila, Philippines, November 29-December 2, 2022
- **National Disability Stakeholders Symposium**
 - Palau, December 2, 2022
- **Red Cross Pacific Leaders Meeting**
 - Suva, Fiji, February 19-24, 2023
- **Pacific Leaders Gender Equality Declaration (PLGED) Consultations**
 - Palau, March 2023
- **UNEP-5 Project, Palau People-Centered Early Warning System Workshop**
 - Palau, March 2023
- **NEMO Partnership - Consultation Meetings with APEC Climate Center and Ewha Women's University**
 - Palau, May 2023
- **Enhanced Vulnerability Capacity Assessment (EVCA; and Nature Base Solution (Nbs)**
 - Nadi, Fiji, June 12-16 and 19-23, 2023
- **Disaster Management, Shelter, and Protection, Gender and Inclusion (PGI) Workshop**
 - Nadi, Fiji, July 3-7, 2023
- **Comprehensive First Aid and CPR Training-of-Trainers for Marshall Islands Red Cross**
 - Majuro, Republic of the Marshall Islands, November 13-22, 2023
- **11th Asia Pacific Regional Conference**
 - Hanoi, Vietnam, November 21-23, 2023

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.

Policies, systems, and procedures are regularly being reviewed, updated, and developed as needed. They are disseminated appropriately for implementation.

PRCS acknowledges the support of relevant partner agencies and the International Federation of Red Cross and Red Crescent Societies (IFRC) Head of North Pacific Sub-Office Mr. Kaustubh Kukde who worked together to review, update, and develop a roadmap to the **PRCS Strategic Plan 2023-2027**. The document has been finalized and published as of March 2023.



Group photo of participants to the PRCS Strategic Planning Workshop. (February 2023)

1.8 Improve External Communications and PRCS Positioning

- Actively promote PRCS and the RCRC Movement knowledge and awareness through community outreach activities, pamphlets, flyers, videos, 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.

Community reach to **promote PRCS and the Red Cross and Red Crescent (RCRC) Movement** significantly improved in 2023 as the topics were included and consistently presented during RDAT trainings in Palau's 16 states. Promotional activities continues at every opportunity during field operations, partner agency meetings and events, and through PRCS quarterly newsletters and bi-weekly radio program.

Guided by the **Seven Fundamental Principles** of *Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity, and Universality*; and with respect to inclusivity, PRCS also utilizes website, email, calls, SMS text, whatsapp, messenger, facebook, twitter, public bulletins, and word of mouth in its dissemination efforts to actively promote PRCS and the RCRC Movement.

PRCS Governance and Community RDATs play a big role in improving external communications and PRCS positioning as they are inducted into their roles. The governance will assist PRCS in reaching out to traditional and high level positions while RDATs will assist in information sharing within their respective communities.

1.9 Increase Logistics Capacity

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

Establishment of the **PRCS Emergency Relief Supplies Warehouse and Training Center** is made possible through generous funding support from Japan’s Grant Assistance for Grassroots Human Security Projects (\$404,828USD), Embassy of the Republic of China (Taiwan) (\$42,386.83USD), and International Federation of Red Cross and Red Crescent Societies (IFRC) (\$20,000USD).

PRCS worked with the Palau Public Lands Authority (PPLA) and Ministry of Public Infrastructure and Industries (MPII) for approval of a 6,000 square meter of public land in Ngebudel, Airai State. Approval was granted and lease agreement signed in 2020.

Due to critical pre-construction work, the expected completion date at end of 2023 has been pushed to June 2024.

PRCS has continued to utilize four existing container storage facilities to house Disaster Risk Management Standardized Relief Items (SRIs). The SRIs are continuously supported by the IFRC and are valuable for supporting people affected by disasters. A stockholding plan has been put in place for effective management of the SRIs. The 2023 inventory of SRIs is shown on Table 1.

Table 1: Inventory of Standardized Relief Items by Item Description and Quantity, 2023.

ITEM DESCRIPTION	QUANTITY	ITEM DESCRIPTION	QUANTITY
Blankets	0	Shelter Tool Kits	348
Tarpaulins (4x6)	701	Kitchen Sets	349
Jerry Cans (10L)	258	Solar Lamps	700
Buckets (14L)	371	Hygiene Kits	349

Source: PRCS Information Management and Logistics Unit, Inventory List 2023.



Pictures Above: Construction Site for PRCS Emergency Relief Supplies Warehouse and Training Center as of November 2023

1.10 Develop National Society Infrastructure

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

PRCS Governance and Management continues to oversee the construction of the Emergency Storage Warehouse and Training Center in Airai, and plans are still being developed for the establishment of **PRCS' National Headquarters**.

PRCS Management is working to establish partnerships to support development of **Emergency Housing Capabilities**. Current infrastructure supports the storage of NFI's and other relief items used in Single Incident Emergency and response.

STRATEGIC 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 mechanisms to update PRCS database.
- Support drafting and implementation of SOPs with state government and relevant agencies.
- Partner with relevant agencies to strengthen disaster management Single Incident Emergency response.

PRCS and partner agencies National Emergency Management Office (NEMO), National Weather Service, Ministry of Education (MOE), Ministry of Health and Human Services (MHHS), and International Organization for Migration (IOM) have continued to work together to support **Level 1 RDAT Trainings** in Palau's 16 states. The continuity of trainings is crucial to empowering and building the number of RDATs in each of the 16 states as government goes through changes during elections. The ultimate goal of the RDAT trainings is to empower and build capacity among community members by providing the necessary knowledge and tools to support and improve preparedness, response, and resilience to climate risks.

The number of community RDATs trained in 2023 from 12 out of 16 states are shown in Table 2. The four remaining states will be completed in 2024. They are the state of Ngatpang, Ngchesar, Peleliu, and Angaur.

Table 2: Number of Trained RDATs by State, Palau 2023.

STATE	# TRAINED RDAT	STATE	# TRAINED RDAT
Aimeliik	5	Ngarchelong	8
Airai	19	Ngardmau	14
Hatohobei	8	Ngaraard	13
Kayangal	7	Ngaremlengui	14
Koror	38	Ngiwal	9
Melekeok	22	Sonsorol	7

Source: PRCS Disaster Management Unit, RDAT Database 2023.



L: RDATs Ngardmau State; **R:** RDATs Melekeok State.

PRCS databases are being managed by the Information Management (IM) Unit, but not all. The IM Unit is working with the management team to fully centralize storage and security of all PRCS databases. Standard Operating Procedures (SOPs) will need to be developed to ensure a smooth transition and to specify data requests processes and required certification.

The **PRCS Single Incident Emergencies (SIE) Assistance Program** helps to alleviate human suffering to those affected by disaster and health related emergencies. In 2023, requests for SIE assistance received through the PRCS Disaster Management Unit confirms the consequences of climate change such as extensive rain, landslides, flooding, water scarcity, drought, and severe fires are causing extreme hardships in households throughout Palau's 16 states.

SIE assistances provided to households post-assessment varies depending on the urgency, level of damage, and total household population. The SIE assistances are made available through the compassion and generous support of partners and donors. It is through them that basic lifeline necessities such as water, food, and safe shelter can continue to be provided within 72 hours to those experiencing single incident emergencies.

Figure 1 shows descriptions of household (HH) emergencies and percentage reported to the PRCS Disaster Management (DM) Unit in 2023. Figure 2 shows the type of emergency incidents and percentage that caused HH damages reported in 2023. A total of 45 Households were assisted by PRCS from October 2022 to December 2023.

Figure 1: SIE Household Damage Descriptions and % reported to PRCS DM Unit, 2023.

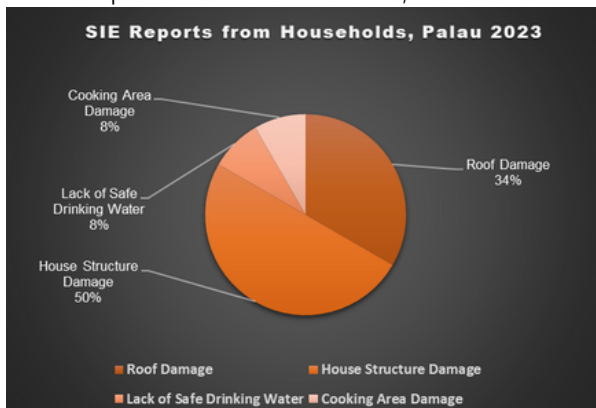
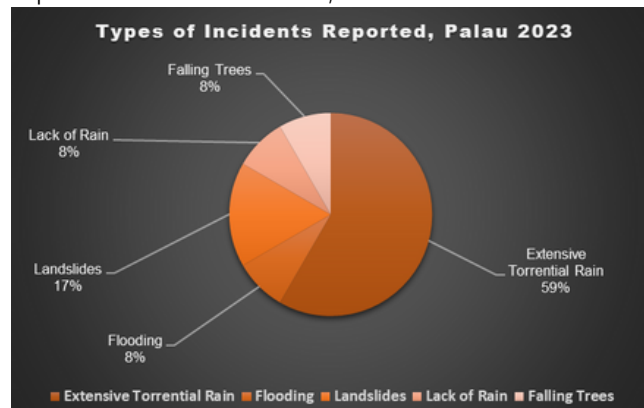


Figure 2: Types of Emergency Incidents and % reported to PRCS DM Unit, 2023.



Source: PRCS Disaster Management Unit, SIE Database 2023.

2.2 Be the Primary First Aid/CPR Reference Center in Palau

- Establish a sustainable roadmap 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.

First Aid and CPR Trainings is one of the primary services PRCS provides to the Republic of Palau and is an essential part of the 3-day RDAT training carried out in all 16 states. This effort has strengthened community partnerships and allowed PRCS to train more than a 100 community members throughout the Republic. Table 3 shows the number of Community First Aid and CPR Trainings for community members.

PRCS also provides First Aid and CPR Trainings as a service to local businesses. Table 4 details the agencies and number of persons PRCS has trained in 2023.

PRCS Health & Social Services (HSS) Unit launched First Aid and CPR Training-of-Trainers (TOT) and has conducted 2 trainings in 2023. The TOT participants need to complete a required minimum number of hours of supervised trainings in order to be certified instructors.

Table 3: Number of Community First Aid / CPR Trainings by Course, Agency, and Total of Persons Certified, PRCS 2023.

COURSE DESCRIPTION	AGENCY/STATE	TOTAL TRAINED
Emergency First Aid and CPR	Community Health Workers	43
Emergency First Aid and CPR	Aimeliik State RDATs	5
Emergency First Aid and CPR	Airai State RDATs	21
Emergency First Aid and CPR	Hatohobei State RDATs	8
Emergency First Aid and CPR	Kayangel State RDATs	8
Emergency First Aid and CPR	Koror State RDATs	37
Emergency First Aid and CPR	Melekeok State RDATs	21
Emergency First Aid and CPR	Ngaraard State RDATs	13
Emergency First Aid and CPR	Ngarchelong State RDATs	9
Emergency First Aid and CPR	Ngardmau State RDATs	15
Emergency First Aid and CPR	Ngaremlengui State RDATs	10
Emergency First Aid and CPR	Ngiwal State RDATs	12
Emergency First Aid and CPR	Sonsorol State RDATs	9
	TOTAL	211

(Source: PRCS Health & Social Services Unit, Commercial FA / CPR Database 2023.)

Table 4: Number of Commercial First Aid / CPR Trainings by Course, Agency, and Total of Persons Certified, PRCS 2023.

COURSE DESCRIPTION	AGENCY/STATE	TOTAL TRAINED
Emergency First Aid and CPR	Palau Royal Resort	23
Emergency First Aid and CPR	Individuals	41
Emergency First Aid and CPR	Norwegians People's Aid	28
Emergency First Aid and CPR	PICRC	12
Emergency First Aid and CPR	Palau Pacific Resort	20
Emergency First Aid and CPR	JICA Coastal Project	7
Emergency First Aid and CPR	IOM and UN Office Employees	8
Emergency First Aid and CPR	Dewey Private Project	8
Emergency First Aid and CPR	Palau Public Utilities Corporation	13
Emergency First Aid and CPR	Palau Community Action Agency	20
Emergency First Aid and CPR	Palau Central Hotel	20
Emergency First Aid and CPR	Koror State Rangers	31
	TOTAL	231

(Source: PRCS Health & Social Services Unit, Commercial FA / CPR Database 2023.)

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.*

RDATs in Palau's 16 states are trained in **Water, Sanitation, and Hygiene (WASH)** including Crisis and Emergency Risk Communication (CERC). They assist in health promotion and education on safe WASH during emergencies when conducting household initial damage assessments. During the COVID-19 Pandemic, they assisted with distribution of information, education, and communication materials (IECs), and continue to stand ready to support the HQ team when need arises for any emergency.

The annual celebration of National Disaster Preparedness Month (September) has been an opportunity to bring WASH promotion and education into the communities. In 2023, WASH activities were conducted in schools and with the elderly populations.



PRCS conducts community-based Health and Wash activities at school and with elderlies during National Disaster Preparedness Month.

2.4 Promote Voluntary Non-Remunerated Blood Donation (VNRBD)

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

PRCS is working to review and update or develop MOUs with partner agencies, MHHS being one of them for VNRBD services. PRCS has continued to work with Belau National Hospital Laboratory to improve and enhance VNRBD services, including conducting blood drives and recruiting voluntary blood donors.

The top 10 blood donors of the year are recognized annually on World Blood Donor Day (June 14).

Table 5 shows the Top 10 Blood Donors of 2023 by Name, Gender, and Blood Group. Table 6 shows the number of Blood Drives conducted in 2023 by Date, Location, and Number of Blood Donors. Table 7 shows the Cumulative Total Number of Blood Units donated in 2023.

Table 5: Top 10 Blood Donors by Name, Gender, and Blood Group, PRCS 2023.

NO.	NAME	GENDER	BLOOD GROUP
1	Abuso, Julius	M	O+
2	Adelbai, Jeanelle	F	O+
3	Aguon, Elias	M	O+
4	Aldrin, Alzena	F	O+
5	Allen, Thomas	M	O+
6	Baldeo, Dan	M	O+
7	Bascon, Edmund	M	O+
8	Basilus, Remung	M	O+
9	Belibei, Boas	M	O+
10	Benjamin, Katharine	F	O+

Source: PRCS Health & Social Services Unit, VNRBD Database 2023.

Table 6: Number of Blood Drives by Date, Location, and Number of Blood Donors, PRCS 2023.

DATE	LOCATION	# of DONORS
March 31st, 2023	Long Island Park	8
July 21st, 2023	Palau Royal Resort	17

Source: PRCS Health & Social Services Unit, Blood Drive Database 2023.

Table 7: Indicates the Cumulative Total Number of Blood Units Donated in 2023, BNH LAB, MHHS 2023.

TOTAL UNITS OF BLOOD DONATED IN 2023 (January - December): 326



The U.S. Civic Action Team (CAT) and the Oceania Engagement Team (OET) have continued to donate blood throughout 2023.

PRCS thanks all blood donors for giving the gift of life by sharing their lifesaving blood. You are true heroes to many families. Kom Kmal Mesulang - Thank you so much!

2.5 Promote Protection, Gender, and Inclusion

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



International Day of Persons with Disabilities

In 2023, senior citizens learned basic first aid during the September National Disaster Preparedness Month celebration.

PRCS assisted as First Aid Standby Team for the 2023 International Day of Persons with Disabilities (December 3).



National Disaster Preparedness Month

PRCS, in partnership with American Red Cross, provides **U.S. Service to Armed Forces** support to members of the United States Military in cases of personal emergency such as illness or death of a family member. During this reporting period, 28 servicemen/servicewomen came home for family emergencies. See Table 8.

Table 8: Number of U.S. Service to Armed Forces Cases by Gender and Military Branch, Palau 2023.

MILITARY CASES - U.S. SERVICE TO ARMED FORCES				
GENDER			MILITARY BRANCH	
Male		21	Air Force	1
Female		7	Army	19
TOTAL		28	Coast Guard	1
			Marines	1
			Navy	6
			TOTAL	28

Source: PRCS Info. Management Unit, Service to Armed Forces Database 2023.

FUNDAMENTAL PRINCIPLES

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

It 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 for 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.



VISIT US



First Floor, OEK Building
Across Ernguul Park
P.O. Box 6043
Koror, Republic of Palau 96940



info@palauredcross.org



TEL (680) 488-5780 / 5781
MOBILE (680) 775-PRCS (7727)
FAX (680) 488-4540



www.palauredcross.org



www.facebook.com/palauredcross



PALAU RED CROSS SOCIETY

Established in 1997



R-DAT with COVID-19 Hygiene Kit Distribution in Angaur State, 2020

A Palau Red Cross a "Bedud er a Dmolech" el mo er a rokul el chad el kiei er Belau.

© PRCS 2023



Volunteers at Allotment Drive Roadside Campaign, 2022

ABOUT US

Palau Red Cross Society (PRCS) is a not-for-profit community based humanitarian organization that works across Palau to improve the lives of the most vulnerable people, alleviate human suffering and contribute to the promotion of human dignity and peace

We are an independent organization. We work as an auxiliary to the government. Our mandate is assisting during any public disaster or need, and giving aid to the sick and wounded Irrespective of sex, race, nationality, religion or political opinion. We are guided by the seven Fundamental Principles of Red Cross and Red Crescent Movement. (overleaf).

The Red Cross and Red Crescent Movement is the largest humanitarian network in the world with 12 million volunteers and National Societies in 192 countries. Palau Red Cross Society (PRCS) is recognized by the International Committee of the Red Cross (ICRC), and is the 173rd member organization of the International Federation of Red Cross and Red Crescent Societies (IFRC).

Our leadership and management comprise of governing boards (National, North Branch, Central Branch) elected by our members, and a team managed by an Executive Director.

Palau Red Cross was established by the Palau National Congress through House Joint Resolution 5-24-3 on July 31, 1997.

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 SERVICES



Blood Donor Recruitment & Retention

Help ensure the availability of blood supplies in Palau through Blood Donor Drives and the recruitment of Voluntary Non-Remunerated Blood Donors, who can be called on to provide blood as and when needed by families and the Belau National Hospital.



Disaster Risk Management

Help communities to identify, prepare for and reduce the impact of disasters.



First Aid & CPR Training

Our experienced instructors provide lifesaving first aid and CPR skills for many businesses, organizations and communities in Palau.



Health & Social Care Services

Coordinate community health programs such as Homebound Assistance Program and Caregiver Training.



Humanitarian Values Awareness & Education

An important part of our role is increasing public understanding of the Fundamental Principles of Red Cross and Red Crescent Movement and of International Humanitarian Law.



Service to Armed Forces

With American Red Cross, we provide support to members of the US Armed Forces in cases of personal emergency such as illness or death of family members.



Single-Incident Emergency Assistance

Provide immediate assistance to families in urgent cases of need, such as house fires, by offering basic necessities.



The International Committee of the Red Cross (ICRC) provided Personal Protective Equipment (PPE) and Water, Sanitation and Hygiene (WASH) supplies to support the Division of Corrections during COVID-19 pandemic. (2022)

WE NEED YOUR HELP!

Bom "BEDUD ER A DMOLECH".
Become a Palau Red Cross member today!

ANNUAL MEMBERSHIP

Become a Member for just a dollar (\$1.00) a year! You will be kept up-to-date with Palau Red Cross programs, activities, and participate in membership meetings and elections.

YOUTH MEMBERSHIP

For fifty cents, \$0.50, become a Youth Member and participate in all Palau Red Cross programs and activities; learn life-saving skills and help make a change in your community.

VOLUNTEERING

It costs nothing but your time. You'll be able to receive training in disaster response, first aid & CPR, and other programs.

YOU MAKE A BIG DIFFERENCE

Not ready to join but still want to help?

A donation from you, your family, or your business can go a long way to supporting the humanitarian work of Palau Red Cross Society.

Please support by becoming a:

- Bi-weekly Allotter
- Corporate Donor
- Entity Donor
- Individual Donor



Corporate Donor Surangel & Sons Co.

MESSAGE FROM THE CHAIRMAN



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 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



First Floor, OEK Building
Across Ernggul Park
P.O. Box 6043
Koror, Republic of Palau 96940
Tel | (680) 488-5780/5781
Fax | (680) 488-4540
Email | info@palauredcross.org
Website | www.palauredcross.org

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.

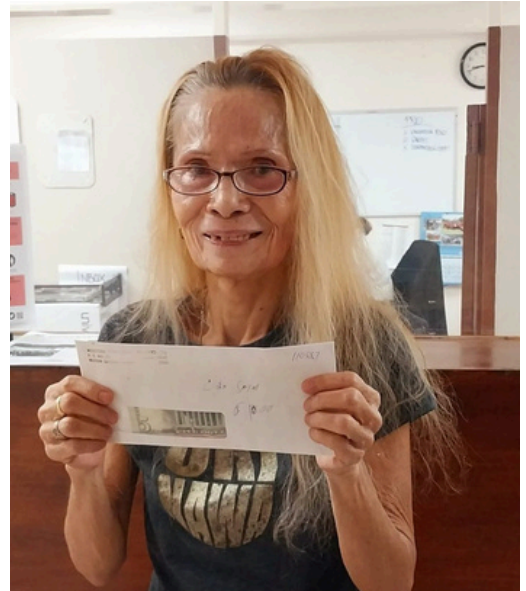
- Develop and implement socially inclusive initiatives involving seniors for healthy aging; persons with disabilities; LGBTQIA+ community.

2023 Challenges, 2024 Prospects

The biggest challenge in 2023 is the loss of payroll allotments and decreasing number of corporate donors as a result of global inflation and an ongoing increase in outmigration. PRCS continues to acknowledge the Response Disaster Action Team and the donors who are an excellent example of the motto, "Bedud er a Dmolech".



RDATs Kayangel State and Governor Richard Ngiraked with RDAT Training Team, 2023.



Ms. Conchita Sasao makes a walk-in donation to the PRCS Headquarters.

Our focus for 2024 include working with various partners and donors such as American Red Cross Society to address climate activities.



American Red Cross Society with Palau Red Cross Society

Palau Red Cross Society(PRCS)

Profit & Loss

October 2022 through December 2023

Income	Expense
4000 · Income-Unrestricted	6000 · Expenses-Personnel
4010 · Individual Donations	6100 · Salaries and Wages
4011 · Individual Allotment Donations	6310 · Social Security Contribution-ER
4110 · Corporate Donations	6311 · Health Care Fund Cont.-ER
4210 · Membership Fees	6770 · Staff Appreciation Bonus
4310 · ROP Gov't Appropriation	6000 · Expenses-Personnel - Other
4410 · Fundraising	Total 6000 · Expenses-Personnel
4450 · Donation Boxes	6800 · Expenses-Volunteer
4510 · FA-CPR Course	6810 · Volunteer allowance
4710 · In-Kind Goods	6870 · Volunteer Appreciation Bonus
4712 · In-Kind Rental	Total 6800 · Expenses-Volunteer
4810 · Indirect Cost	7000 · Expenses-Operations
4910 · Bank Interest	7110 · Advertising, Mktg & Promotion
4950 · Unrestricted Other Income	7210 · Conferences & Meetings
Total 4000 · Income-Unrestricted	7310 · Professional Development
5000 · Restricted Income	7410 · Travel and Outreach Trips
5310 · ICRC	7510 · Printing
5410 · IFRC	7550 · Supplies (Office & Field)
5515 · Island Conservation	7560 · Fixed Asset Purchase
5710 · Local Grant	7610 · Consulting & Prof. Services
5810 · ROC-TAIWAN (Pre-Const. Whse)	7620 · Lease, Rental, Repair & Maint.
5910 · Reimbursement	7710 · Postage and Shipping
Total 5000 · Restricted Income	7711 · Fees, Licenses, Permits, Taxes
Total Income	7712 · Insurance
Gross Profit	7713 · Telephone and Internet
	7714 · Utilities
	7810 · Bank Service Fee
	7811 · Depreciation Fees
	7950 · Payment of Allotment
	7980 · Bad Debts Expense
	7990 · Other General Operating Expense
	Total 7000 · Expenses-Operations
	Total Expense
	Net Ordinary Income
	Net Income

FINANCIAL STATEMENT (01 Oct 2022 - 31 Dec 2023)

Palau Red Cross Society(PRCS) Balance Sheet As of December 31, 2023

10:38 AM
03/05/24
Accrual Basis

<p>Current Assets</p> <p>Checking/Savings</p> <p>1000 · Cash</p> <p style="padding-left: 20px;">Total 1000 · Cash</p> <p>Total Checking/Savings</p> <p>Accounts Receivable</p> <p style="padding-left: 20px;">1113 · FA & CPR Courses</p> <p style="padding-left: 20px;">Total 1110 · AR Unrestricted - ARR</p> <p>1130 · AR Restricted - ARR</p> <p style="padding-left: 20px;">1131 · ARR ICRC</p> <p style="padding-left: 20px;">1141 · ARR IFRC</p> <p style="padding-left: 40px;">1141AD · IFRC-Allow. for Doubtful Accts</p> <p style="padding-left: 40px;">1141 · ARR IFRC - Other</p> <p style="padding-left: 20px;">Total 1141 · ARR IFRC</p> <p>1155 · ARR Island Conservation</p> <p style="padding-left: 20px;">1155AD · IC-Allow. for Doubtful Accts</p> <p style="padding-left: 20px;">1155 · ARR Island Conservation - Other</p> <p style="padding-left: 20px;">Total 1155 · ARR Island Conservation</p> <p>1161 · ARR United Nations (UN) Grant</p> <p style="padding-left: 20px;">1161AD · UN-Allow. for Doubtful Accts.</p> <p style="padding-left: 20px;">1161 · ARR United Nations (UN) Grant - Other</p> <p style="padding-left: 20px;">Total 1161 · ARR United Nations (UN) Grant</p> <p style="padding-left: 20px;">Total 1130 · AR Restricted - ARR</p> <p style="padding-left: 20px;">Total 1100 · Accounts Receivable (AR)</p> <p>Total Accounts Receivable</p> <p>Other Current Assets</p> <p>1200 · Inventory Asset</p> <p style="padding-left: 20px;">1210 · Inventory NFIs Standard</p> <p style="padding-left: 20px;">1231 · Inventory In-Kind Goods</p> <p style="padding-left: 20px;">Total Other Current Assets</p> <p>Total Current Assets</p>	<p>Fixed Assets</p> <p>1500 · Fixed Assets</p> <p style="padding-left: 20px;">Total 1510 · FA Furnitures and Fixtures</p> <p style="padding-left: 20px;">Total 1520 · Computers and Printers</p> <p style="padding-left: 20px;">Total 1530 · Machinery and Equipment</p> <p style="padding-left: 20px;">Total 1540 · FA Vehicles</p> <p style="padding-left: 20px;">Total 1550 · FA Property-Warehouse Bldg CIP</p> <p style="padding-left: 20px;">Total 1500 · Fixed Assets</p> <p>Total Fixed Assets</p> <p>TOTAL ASSETS</p> <p>LIABILITIES & EQUITY</p> <p>Liabilities</p> <p>Current Liabilities</p> <p style="padding-left: 20px;">2000 · Accounts Payable</p> <p>Other Current Liabilities</p> <p style="padding-left: 20px;">2100 · Accrued Payroll Liabilities</p> <p style="padding-left: 40px;">2110 · Accrued Salaries</p> <p style="padding-left: 40px;">2130 · Accrued Income Taxes</p> <p style="padding-left: 40px;">2140 · Accrued SS Contribution</p> <p style="padding-left: 40px;">2141 · Accrued HCF Contribution</p> <p style="padding-left: 20px;">Total 2100 · Accrued Payroll Liabilities</p> <p style="padding-left: 20px;">2900 · Deferred Revenues</p> <p style="padding-left: 20px;">Total Other Current Liabilities</p> <p style="padding-left: 20px;">Total Current Liabilities</p> <p>Total Liabilities</p> <p>Equity</p> <p style="padding-left: 20px;">3000 · Opening Balance Equity</p> <p style="padding-left: 20px;">3101 · Net Income as of Sept. 30, 2023</p> <p style="padding-left: 20px;">Net Income</p> <p style="padding-left: 20px;">Total Equity</p> <p>TOTAL LIABILITIES & EQUITY</p>
	<p>3,814.49</p> <p>10,843.36</p> <p>10,509.92</p> <p>38,969.94</p> <p>220,107.25</p> <p>284,244.96</p> <p>284,244.96</p> <p><u>719,552.57</u></p> <p>1,435.00</p> <p>10,113.67</p> <p>382.62</p> <p>3,600.40</p> <p>1,279.16</p> <p>15,375.85</p> <p>272,543.95</p> <p>287,919.80</p> <p>289,354.80</p> <p>289,354.80</p> <p>310,397.75</p> <p>299,176.01</p> <p>-179,375.99</p> <p>430,197.77</p> <p><u>719,552.57</u></p>



Dr. and Mrs. Dever, Fr. Rusk, Pastor Sandario



Palau Community College



Palau Parole Board



National Development Bank of Palau



Melekeok State Representatives with PRCS Chief Patron, The President of the Republic of Palau (Surangel S. Whipps, Jr.)

PALAU RED CROSS SOCIETY

P.O. Box 6043 | Koror, Republic of Palau 96940

Tel: +680 488-5780/5781 | Fax: +680 488-4540

Mobile: +680 775-PRCS (7727)

Email: info@palauredcross.org

Website: www.palauredcross.org

Facebook: www.facebook.com/palauredcross/

This annual report was produced with support from the International Committee of the Red Cross (ICRC).

A Palau Red Cross a "Bedud er a Dmolech" el mo er a rokui el chad el kiei er Belau.