



ARUBAANSE VOETBAL BOND

STRATEGIC PLAN

2026 - 2030

MISSION

Our mission is to lead, inspire, and grow the future generation of footballers, coaches, referees, and leaders by promoting excellence, inclusivity, and integrity at every level of the game. We are committed to building a strong football culture that nurtures talent, unites communities, and provides opportunities for all on and off the pitch.

VISION

By 2030, our vision is to establish Aruba as a regional model for football development, with developed infrastructure, professional standards, and inclusive participation. We aim to inspire national pride through the game, empower our youth, and create clear pathways from grassroots to elite levels.



ARUBAANSE VOETBAL BOND



FOREWORD

It is with great honor and a profound sense of responsibility that I present this Strategic Plan on behalf of the new Executive Board of the Aruba Football Federation.

This document marks the beginning of a renewed journey, one that is driven by a clear vision, a unified mission, and an unwavering commitment to building a stronger future for football in our nation.

We step into this role fully aware of the challenges ahead, but also deeply inspired by the limitless potential of our people, our players, and our communities. Football is more than just a game, it is a force for unity, pride, and transformation. It brings together generations, breaks down barriers, and ignites passion across every corner of our country.

As a new leadership team, we commit to doing everything with passion, integrity, and unity. These are not just words, they are the values that will guide every decision, every initiative, and every action we take.

Our priorities are defined, and our goals are ambitious:

- To build and maintain a solid football infrastructure that serves both urban and rural communities.*
- To implement and uphold good governance practices that earn the trust of all stakeholders.*
- To invest heavily in youth development, ensuring the next generation of players, coaches, and referees are nurtured with care and expertise.*
- To increase participation at all levels, men and women, boys and girls*

This strategic plan is a living document, a roadmap that reflects our commitment to progress, accountability, and measurable results.

We invite every executive board of our club members, player, coach, official, partner, and fan to join us on this journey.

Together, let us build a future for football that is inclusive, sustainable, and inspiring.



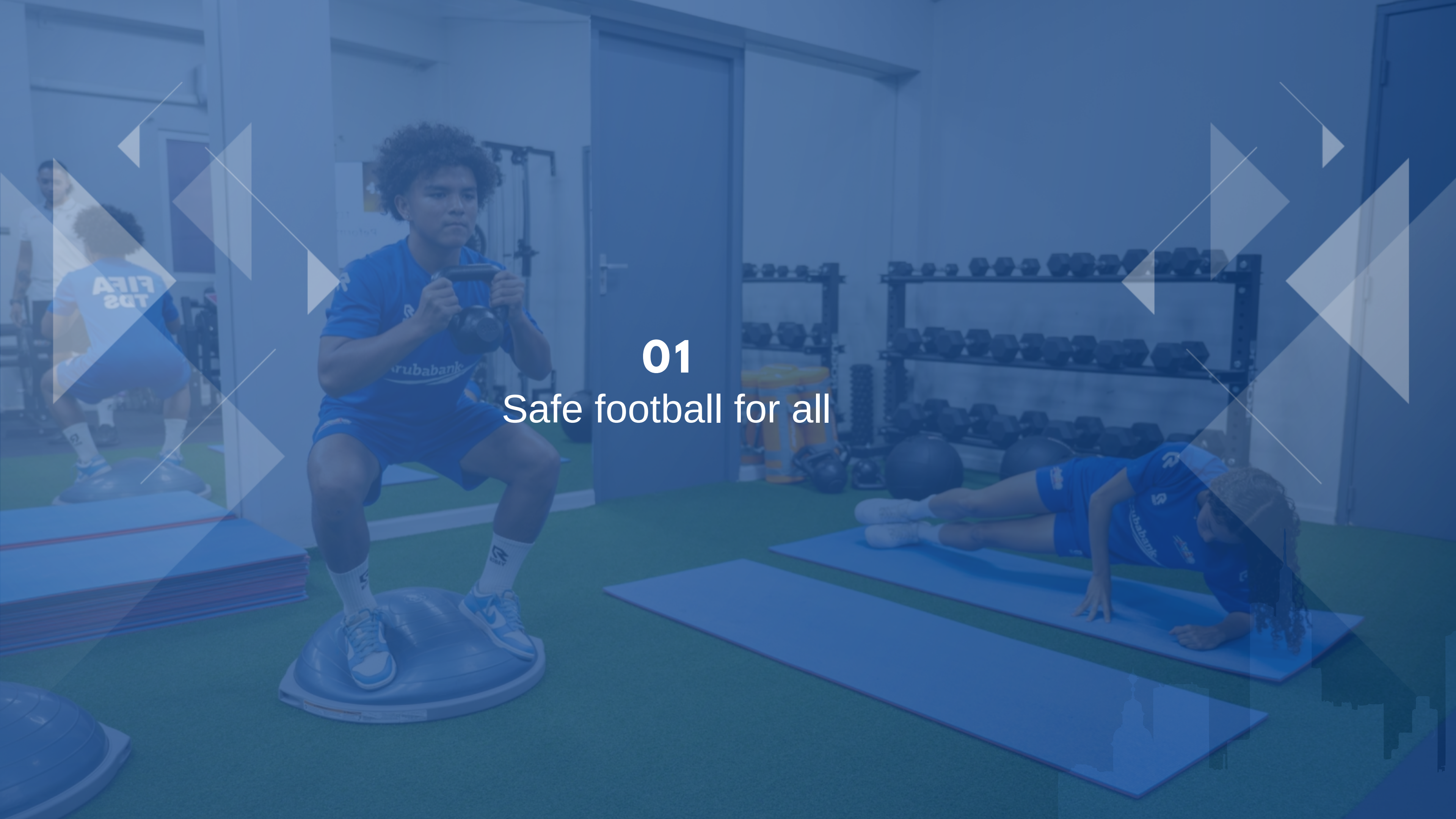
MR. EGBERT LACLE
PRESIDENT



AMOR PA FUTBOL

STRATEGIC OBJECTIVES 2025-2029

- 01** Safe football for all
- 02** Managing football the right way
- 03** Better club infrastructure
- 04** Build national identity
- 05** Equal ground, strong game
- 06** Develop Refereeing



01

Safe football for all

01

Safe football for all

PROTECT. RESPECT. SUPPORT.

Game Plan Objectives 2025–2029

- Position AVB as the responsible body for disability football in Aruba
- Fully integrate women's football into all programmes and licensing
- Train clubs and officials on safeguarding policies; provide professional counselling support
- Launch social football programmes in schools, neighborhoods, community centers
- Partner with Special Olympics Aruba, APC, and Government to expand inclusive football



SAFEGUARDING & SOCIAL RESPONSIBILITY



02

Managing football the right way

02

Managing football the right way

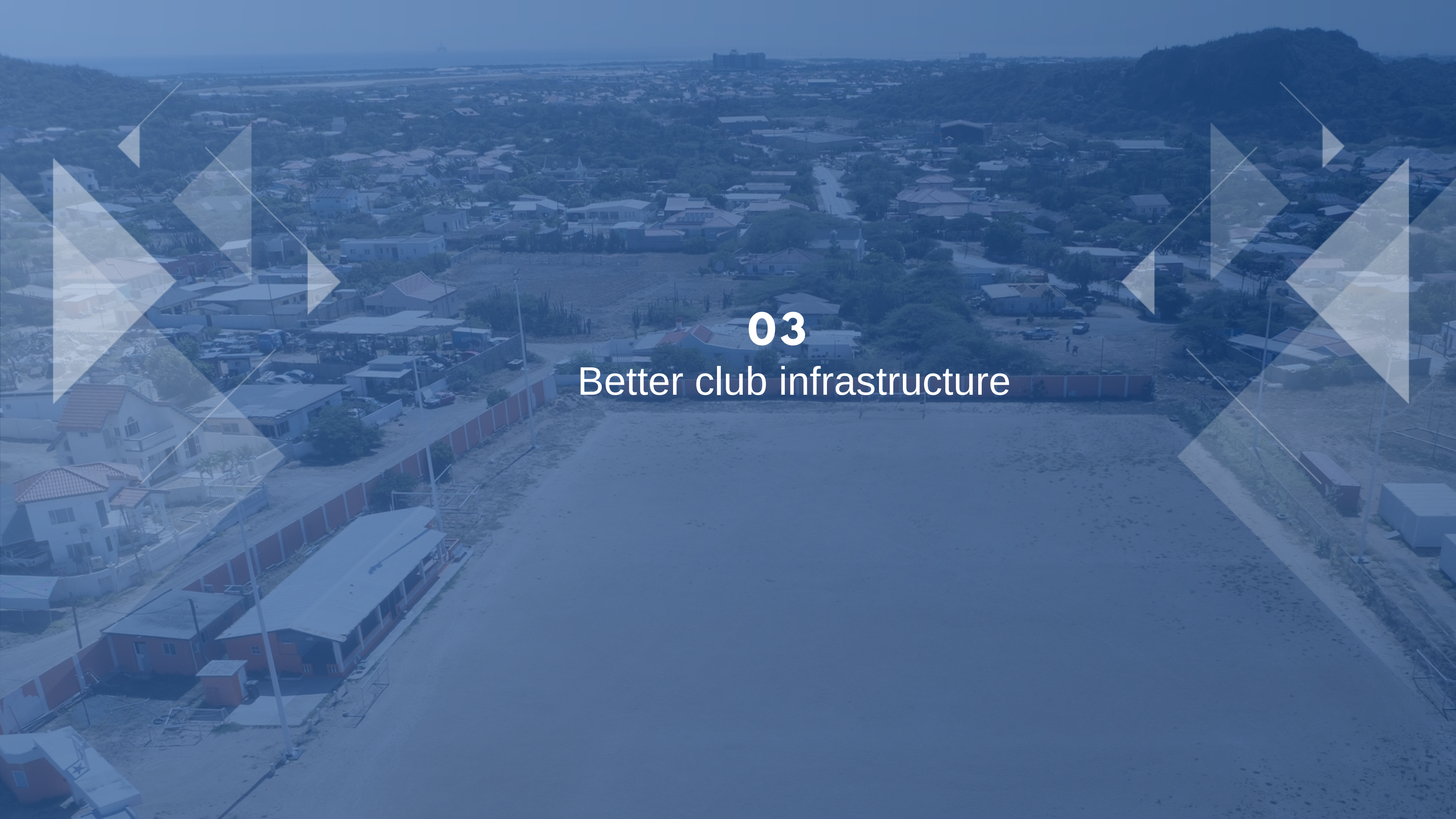
TRANSPARENT. ACCOUNTABLE. ETHICAL

Game Plan Objectives 2025–2029

- Full compliance with FIFA/Concacaf Statutes
- Updated Statutes, Electoral Code, Internal Regulations
- Functioning Independent Committees (Ethics, Audit & Compliance, Disciplinary, Referees, Protest & Appeals)
- Financial discipline & sustainability plan (settle arrears, transparent budgeting, audits)
- Digital backbone: FIFA Connect, Interpro (academy/NT), VTON (clubs), CMS + FIFA+
- Strengthen ExCo and Secretariat capacity through continuous training (finance, marketing, governance, safeguarding)
- Enhance cooperation with Government, NOC, sponsors (ATA, Lotto, FFD, private sector)
- Establish compliance culture (strict approval workflows, procurement protocols)
- Develop succession planning & knowledge transfer for sustainability



GOVERNANCE & CAPACITY BUILDING



03

Better club infrastructure

03

Better club infrastructure

BUILD. MAINTAIN. IMPROVE.

Game Plan Objectives 2025–2029

- Deliver 7 full-size artificial turf fields (one per major youth club)
- Install clubhouses with safeguarding-compliant facilities (lockers, toilets, meeting rooms)
- Roll-out 12 community miniturf fields (20m × 40m) across Aruba (FIFA Arena project)
- Upgrade and manage international stadiums (Guillermo P. Trinidad + explore 2nd stadium)
- Ensure all infrastructure supports youth, women's, and disability football





04

Build national team identity

04

Build national team identity

COMPETE. REPRESENT. EXCEL.

Game plan Objectives 2025–2029

- Strengthen public engagement and enhance the visibility of all national players and squads
- Improve national team competitiveness at all age categories
- Develop robust and clear pathway for our national teams
- Strengthen player integration via the AVB NL Department (database, scouting, evaluation system)
- Standardise coach education pathway (grassroots to Pro License) in line with FIFA/Concacaf
- Introduce performance analysis and sports science support to national teams
- Expand futsal, beach soccer, and disability football as part of the official development calendar
- Improve FIFA/Concacaf rankings





05

Equal ground, strong game

05

Equal ground, strong game

IDENTIFY. DEVELOP. INSPIRE.

GAME PLAN OBJECTIVES 2025–2029

- Fully implement club licensing (sporting, infrastructure, admin, finance, safeguarding)
- Modernise competition formats for efficiency and attractiveness (league, youth, futsal, women)
- Establish mandatory girls' categories in club competitions
- Ensure refereeing development is embedded in competition planning
- Broadcast & monetise competitions via FIFA+ and CMS live data
- Build strong collaborations with clubs, schools, government bodies, sponsors, international organizations, and fans to create a united football movement.



COMPETITIONS & LEAGUES



06

Develop Refereeing

06

Develop Refereeing

EDUCATE. CERTIFY. ELEVATE.

Game plan Objectives 2025–2029

- Establish a transparent and independent Referee Committee to oversee appointments and evaluation
- Strengthen Referee Education and Certification Pathways
- Establish a structured, tiered education system for referees at all levels
- Expand certification programs for referee assessors, instructors, and match commissioners.
- Develop mentorship programs pairing experienced referees with emerging talents.
- Launch nationwide campaigns to attract young people, former players, and women into refereeing.
- Foster a respectful and safe environment to reduce abuse toward match officials.
- Provide referees with adequate equipment
- Digitize match reporting, appointments, and evaluation systems for transparency and efficiency.





CORE VALUES

LEADING WITH PASSION

- TRANSPARENCY
- RESPONSIBILITY
- FAIR PLAY
- HUMAN RIGHTS
- PROTECTION
- ANTI-DISCRIMINATION
- INTEGRITY
- SOLIDARITY
- MUTUAL RESPECT