

29 April 2023

To the Members of the International Taekwon-Do Federation

Subject: candidacy for the ITF Board of Directors, 2023-2027

Dear Members

It is with respect that I offer myself as a candidate for the ITF Board of Directors for the term of 2023-2027.

Over the past four years I have worked hard for you as a member of the Board of Directors. My work for the ITF over the past term includes (but is not limited to):

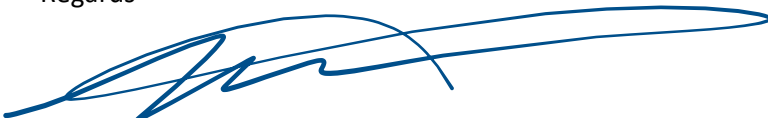
- Writing our process for passing motions by email;
- Writing our process for how committees work in the ITF;
- Writing a survey for ITF members to identify issues with the Spanish statutes and learn member preferences for the new statutes;
- Writing the template for all committee terms of reference;
- Writing the template for ITF policies;
- Drafting the ITF policies for gifts and hospitality, conflicts of interest, and course remuneration;
- Led a team to draft the strategy of the ITF;
- Recorded minutes of all but two Board meetings in the past four years, with minutes sent immediately after Board meetings and always approved at the following Board meeting;
- Recorded minutes of most General Assemblies, and sent them immediately after those assemblies;
- Proofread and edited the draft Swiss statutes (although they were altered in material ways after my contribution, such as introducing voting for the Executive Committee as a closed list).

While our governance has improved over the past four years, there is a long way to go. If I am elected, I will do my best to continue to improve the way the Board of Directors works for you. For example:

- The strategy of the ITF should be known widely - particularly by all ITF Committees, Continental Federations and Member Associations. Only by disseminating the strategy can all parties work together to achieve it. The Executive Committee can then delegate projects to Committees and other parties to help achieve the strategy.
- The Board of Directors should know and manage all risks to the ITF, with expertise from the Audit and Risk Committee. Risks such as organisations leaving the ITF (such as is happening presently) should be points of focus so they can be effectively managed.
- We lack a delegations framework. The differing responsibilities of the Board of Directors and the Executive Committee should be clearly known in detail. Presently we have only what is written in the Statutes and the (soon to be updated) By-Laws. A strong Delegations Policy must include authorities for payment thresholds, who approves payments at each level, and to whom payment requests must be escalated if they are above the thresholds.
- Policies should be living documents that are (1) known and understood by all relevant parties (which requires effective dissemination and training), (2) followed by all relevant parties, (3) known to be followed (which requires strong record keeping, and compliance checking for breaches and anomalies), and (4) regularly reviewed and updated (e.g., annually). Presently most policies have not been implemented effectively.

I value your trust, and I promise to work hard to build an ITF of which we can all be proud.

Regards



Mark Banicevich, VII dan
ITF New Zealand

Mark Banicevich

Application for appointment to the Board of the International Taekwon-Do Federation

Personal Details

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What I'd like to do for the International Taekwon-Do Federation

- Ensure strong systems of governance in the ITF Board of Directors, such as board charter, delegations, and risk matrix.
- Improve transparency and communication so our members develop confidence and trust in the Board.
- Leverage international friendships to share best-of-breed systems and processes across the ITF.
- Identify best-of-breed resources globally, and negotiate opportunities to share them across NAs/ANAs.
- Evaluate, design and implement qualitative and quantitative reporting to the Board.
- Grow revenue by adding new revenue streams, rather than increasing prices.
- Improve our operational and strategic effectiveness by identifying and efficiently engaging volunteers.
- Build our brand by encouraging schools to use it effectively in their marketing.
- Ensure that our members know where we are going and how we are getting there.

What I've already done for International Taekwon-Do

- ITF Board of Directors, Board Member 2019-2023.
- Instigated change in NZ from an Executive Committee to a Board of Directors structure (2004/2005).
- NZ Board Member since 2017:
 - Developed quantitative reporting;
 - Negotiated professional indemnity insurance for all instructors;
 - Implemented transparent board communication.
- Instigated and won the bid to host the 2011 World Championships.
- Produced three years of Taekwon-Do Television, aired on Sky Sport and Triangle Stratos in NZ.
- Co-wrote NZ white belt, yellow belt, green belt, coloured belt, black belt, and self-defence syllabus books with Grand Master Paul McPhail.
- Developed a one-day course about opening and growing an International Taekwon-Do school.
- Edited Taekwon-Do Talk for seven years, and Taekwon-Do Generation (ITF) for one year.
- Developed and taught seminars on the Do for the ITF with Dr Janel Gauthier and Master Joliette Tran.
- Working with the ITF Children's Development Committee 2017-2019.
- Worked on the ITF Development Committee for four years.



Some skills I would bring to the Board of Directors

<i>Strategic thinking</i>	I have a deep understanding of strategic analysis, and developing and implementing strategy.
<i>Governance</i>	I understand the principles of good corporate governance.
<i>Systems thinking</i>	I am experienced at creating, analysing and improving systems and processes.
<i>International relationships</i>	my work for the ITF and umpiring at international competitions led to strong friendships with instructors of impressive schools and organisations globally.
<i>Stakeholder management</i>	I create and maintain excellent business and volunteer relationships.
<i>Facilitation and teaching</i>	I manage meetings and workshops to deliver strong outcomes.
<i>Communication</i>	I write clearly and precisely; I present engagingly and enthusiastically.
<i>Financial analysis</i>	I have a strong background in financial modelling and analysis.

A few things I've done in my career

2016-present	<i>Head of Industry Engagement</i>	<i>Partners Life</i>
	<ul style="list-style-type: none">Industry/government relationship management, special strategic projects	
2005-2021	<i>Lecturer in Strategic Management Accounting</i>	<i>The University of Auckland</i>
	<ul style="list-style-type: none">Facilitation and teaching, course development	
2013-2016	<i>Principal Intelligence Analyst</i>	<i>Financial Markets Authority</i>
	<ul style="list-style-type: none">Risk modelling, policy analysis, financial research	
2010-2012	<i>Business Analyst, Retail Wealth Management</i>	<i>AMP</i>
	<ul style="list-style-type: none">Financial modelling, performance disclosure, process improvement	
2004-2010	<i>General Manager NZ, Research and Business Development</i>	<i>Fexco Pacific</i>
	<ul style="list-style-type: none">Revenue and location growth, profitability, managing staff	
1999-2003	<i>Consultant, Business and Operations Strategy</i>	<i>PwC Consulting</i>
	<ul style="list-style-type: none">Cost benefit analysis, full value procurement, profitability forecasting, workshop facilitation, financial modelling, statistics, balanced scorecard	

My qualifications

2004	Postgraduate Certificate of Applied Finance and Investments	Finsia
1999	Barrister and Solicitor of the High Court of New Zealand	
1999	Bachelor of Commerce (first class honours)	The University of Auckland
1999	Bachelor of Laws	The University of Auckland

A few key awards I've attained

2018	7 th degree black belt, Master Instructor and Examiner, International Taekwon-Do
2011	AMP Do Your Thing Scholarship (used for ITF projects)
2001, 2007	President's Award for Outstanding Contribution to Furthering International Taekwon-Do (NZ)
2003	Top Student, Ethics, Finsia

A few of my interests

International Taekwon-Do (33 years); oration, teaching and facilitation; corporate governance; classical and medieval history; modern cultures and cultural dynamics.

Referees are available on request