

March 24, 2022

Board of Directors
Eye Bank Association of America

Dear Colleagues:

It is with great pleasure that I write this letter on behalf of **Esther Baker, MA, MBA** in support of her nomination and election to the EBAA Board of Directors.

I have had the honor of working alongside Ms. Baker at Iowa Lions Eye Bank since 2019, when we had the great fortune of landing her as our Executive Director. That same year, I became our Medical Director, and shortly thereafter rotated off the EBAA Board myself. I saw firsthand how she navigated our organization flawlessly through the tumultuous circumstances of the pandemic. We have emerged even stronger because her leadership has galvanized our group through a focus on shared missions of excellence in service, teaching, and research. She is earning her stripes as an eye banker and is involved in numerous EBAA programmatic activities. Through my experiences with her in the trenches, I can tell you confidently that she will make an outstanding Board member that will contribute thoughtfully and work creatively to help EBAA lead and create our future in eye banking.

In addition to being an outstanding leader, Ms. Baker has an exemplary record and career involvement in service organizations and years of experience and training in external relations, strategic planning, communications and change management. These are all directly relevant to contemporary eye banking, to EBAA, and to the various communities and constituents we serve. Her extensive experience serving community-based non-profit organizations will be invaluable to EBAA and its Board as she helps us focus on current and future needs in eye banking.

In addition to a strong grounding in non-profit business and communications, Esther has passion for sight restoration, stewardship, and innovation. She is thoughtful; enthusiastic; pragmatic; and capable of taking both a broad and nuanced view in her thought processes and decision making. She has all of the superlative qualities needed to be an effective leader and exemplary board member. Clearly, Esther Baker has my strongest recommendation.

Very truly yours,



Mark A. Greiner, M.D.

Robert and Joell Brightfelt Professor of Cornea Research
Fellowship and Service Director, Cornea, External Diseases and Refractive Surgery
Medical Director, Iowa Lions Eye Bank