



3/11/25

To Whom It May Concern:

This is a letter of support for Sean Poppoff in his nomination of the At-Large Board of Directors position for the EBAA. Sean is an experienced administrator who brings expertise from other, similar industries and a passion for eye banking to his role as Executive Director at Lions Gift of Sight. While serving his current role, and until very recently he was also acting as the Administrator/Interim Administrator for University of Minnesota's Ophthalmology Department. In this key role, he was the liaison for Lions Gift of Sight operations and staff. Additionally, Sean managed the strategic operations of the department while overseeing and advising unit administrators and staff. He has a unique ability to connect the mission of his eye bank with the goals of the Ophthalmology department.

Sean has been a key change agent at Lions Gift of Sight; maximizing the use of available resources and creating a program that is both lean and effective. In doing so, he maintained the importance of emphasizing and connecting the intent of the program's mission. Sean has developed their organization to a level of higher performance and increased both donors and tissues for transplant. It is through Sean's leadership at Lions Gift of Sight that I am confident he will be of value to the EBAA Board of Directors in the At-Large position. One of the primary factors in Sean's success is his ability to gain perspective from multiple angles and incorporate ideas that result in organizational improvement. Sean's role as Executive Director has led him to seek knowledge and network in ways that make him more attuned to our profession. While Sean has shown great success in his career, he is humble and always open to learning. Sean has perseverance and integrity and has continually demonstrated that in his leadership at Lions Gift of Sight.

Sean would be a good asset as a board member due to his broad knowledge of the profession, his progressive mindset, his ability to collaborate effectively, and his desire to become more involved in the EBAA. He has been on the Finance Committee the last two committee cycles and most recently became a member of C&B committee. Sean demonstrates a solid foundation of familiarity with committee service. Sean has also previously served or is currently serving on other organizational boards as well, so board service is not unfamiliar to him. Sean is primed for a roll on the EBAA board of directors and would be well suited for the At Large position.

Sincerely,

Shannon Schweitzer, MBA, CEBT
Executive Director