

Eye Foundation of America: Culture and Compensation

Organizational Culture

The Eye Foundation of America (EFA) is committed to a mission-driven culture centered on integrity, compassion, accountability, and measurable impact. Every member of our team is united by the goal of eliminating avoidable blindness and improving access to quality eye care for underserved communities around the world.

Our organizational culture is built on the following principles:

1. **Mission First:** Decisions are guided by the needs of patients and the communities we serve.
2. **Stewardship:** We are committed to responsible management of donor funds, ensuring that resources are used efficiently and effectively to maximize program impact.
3. **Integrity and Transparency:** We uphold the highest ethical standards in governance, financial management, reporting, and compliance.
4. **Collaboration:** We work closely with healthcare institutions, governments, corporations, foundations, and community organizations to create sustainable eye care solutions.
5. **Innovation and Learning:** We continuously evaluate our programs, embrace evidence-based practices, and encourage innovation to improve outcomes.
6. **Respect and Inclusion:** We foster a respectful, inclusive, and collaborative workplace where diverse perspectives are valued and every team member is empowered to contribute.

The Board of Directors and leadership team actively promote ethical conduct, accountability, and a culture of continuous improvement across all aspects of the organization.

Compensation Philosophy

The Eye Foundation of America maintains a compensation philosophy that reflects its commitment to fiscal responsibility, nonprofit best practices, and mission stewardship. Compensation for employees is designed to:

1. Attract and retain qualified professionals with the expertise required to achieve EFA's mission.
2. Remain reasonable, competitive, and aligned with comparable nonprofit organizations.
3. Be determined through objective review, considering responsibilities, experience, organizational resources, and market benchmarks.
4. Comply with all applicable legal and regulatory requirements governing nonprofit organizations.
5. Executive compensation is reviewed and approved through an independent governance process led by the Board of Directors. Appropriate documentation and oversight are maintained to ensure transparency, accountability, and compliance with nonprofit governance standards.

EFA believes that responsible compensation practices strengthen organizational sustainability while ensuring that the overwhelming majority of charitable resources remain focused on delivering life-changing eye care services to those most in need.