



FSMTB

FEDERATION OF STATE
MASSAGE THERAPY BOARDS

ANNUAL REPORT

October 2016



MESSAGE FROM THE PRESIDENT

FSMTB remains a strong organization. We keep that strength by adhering to our core values of transparency, accountability, integrity and people. These four items serve as a building foundation, and the values continue to serve as a map for all of our efforts. They lead us to success and positive growth while preparing us for the challenges ahead.

The 2016 Annual Report serves as a physical reminder of how we are following these values. Inside you will find information on all of FSMTB's programs, services, finances and communication efforts. This level of openness demonstrates the degree of integrity FSMTB uses to approach everything we do. It also holds us accountable to our members and the massage therapy regulatory community.

Finally, this year's report shows our continued focus on people. People are what make FSMTB possible. We simply could not manage the enormous amount of work in public protection we've done, or will do in the future, without all of our volunteers. The board of directors and staff cannot thank them enough, and we look forward to some exciting work in the future.



Karen Armstrong
President, LMT

FEDERATION OF STATE MASSAGE THERAPY BOARDS

The mission of the Federation is to support its Member Boards in their work to ensure that the practice of massage therapy is provided to the public in a safe and effective manner. In carrying out this mission, the Federation shall:

- Facilitate communication among Member Boards and provide a forum for the exchange of information and experience.
- Provide education, services, and guidance to Member Boards that help them fulfill their statutory, professional, public, and ethical obligations.
- Support efforts among Member Boards to establish compatible requirements and cooperative procedures for the legal regulation of massage therapists, in order to facilitate professional mobility, and to simplify and standardize the licensing process.
- Ensure the provision of a valid, reliable licensing examination to determine entry-level competence.
- Improve the standards of massage therapy education, licensure, and practice through cooperation with entities that share this objective, including other massage therapy organizations, accrediting agencies, governmental bodies, and groups whose areas of interest may coincide with those of Member Boards.
- Represent the interests of its Member Boards in matters consistent with the scope of the Bylaws.

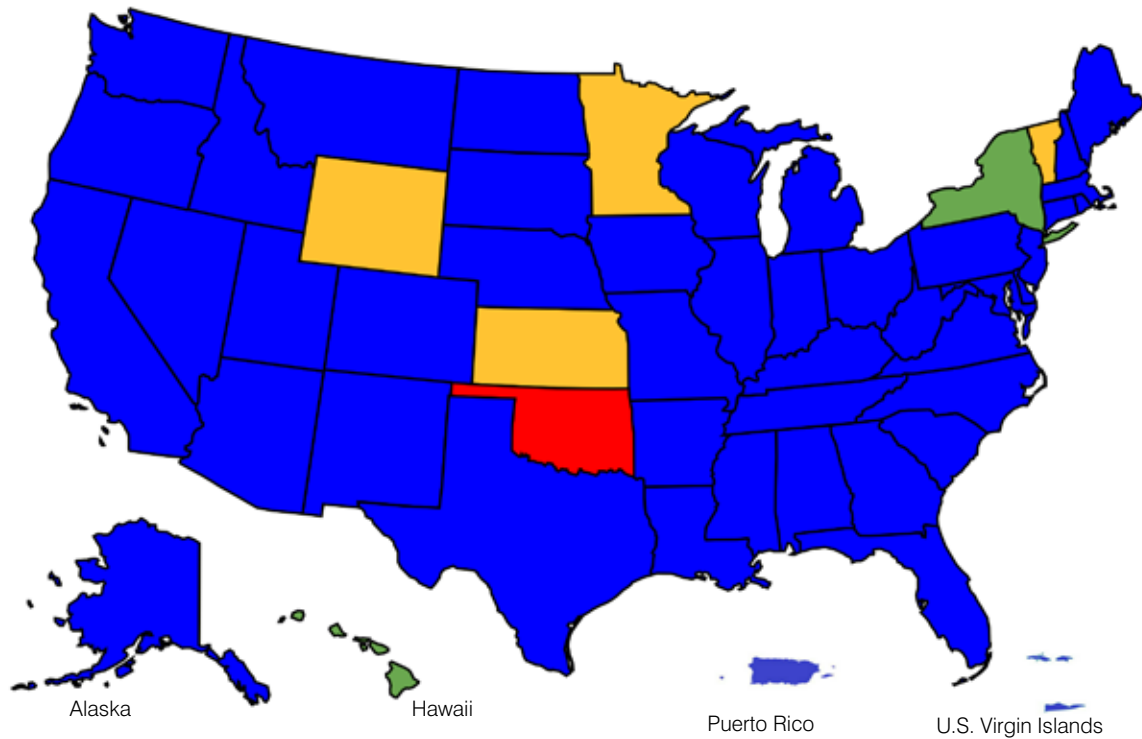
NON-PROFIT ORGANIZATION

The FSMTB is a fully autonomous, non-profit organization. It operates under Section 501(c)(3) of the Internal Revenue Code. All revenue collected by the organization is used to enhance FSMTB programs; improve the quality of its examinations and services; and provide support to its Members in fulfilling their responsibility of protecting the public from unsafe practice.

PROGRAMS AND SERVICES




REGULATION AND MBLE_x ADOPTION (AS OF JUNE 2016)



 **Regulated & using MBLE_x**

 **Nearing Regulation**

 **Regulated but not yet using MBLE_x**

 **Unregulated States**



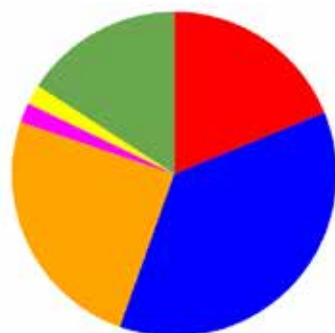
GOVERNMENT RELATIONS SUPPORT & TRACKING

FSMTB continues to track proposed legislation and regulation on a daily basis. Government relations staff monitors for new and changing legislation that may affect the massage industry or our Member Boards, notify relevant boards about pending legislation, and work with the Member Boards to provide appropriate commentary when needed. FSMTB also maintains resources for use by Member Boards when requested, including the Model Practice Act (MPA), License Renewal Recommendation, and 50-state legislative/regulatory reviews of enacted law on various topics. These resources enable FSMTB to assist in policy development and creation of “Best Practices” consistent with the goals of the massage regulatory community.

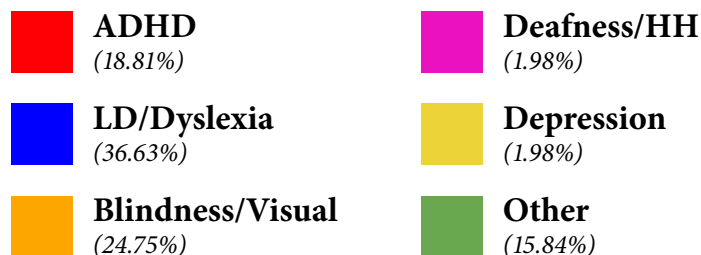
MBLEx PASS RATE (JULY 1, 2015 – JUNE 30, 2016)

| | # of Exams Taken | Exams Passed | Percent Passed |
|-------------------|------------------|--------------|----------------|
| First-Time | 26,007 | 18,717 | 72% |
| Re-Exam | 6,072 | 2,544 | 41.9% |
| All | 32,079 | 21,261 | 66.3% |

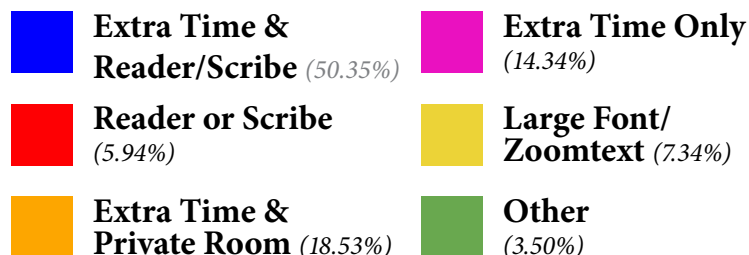
TESTING ACCOMODATIONS (AS OF JUNE 2016)



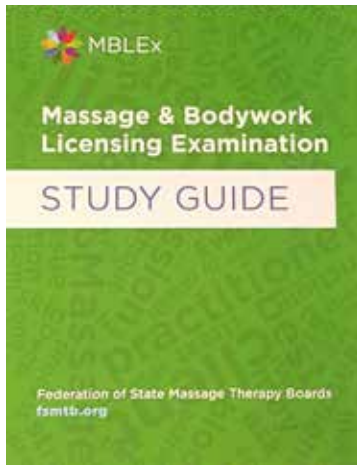
NATURE OF DISABILITY



TYPES OF ACCOMODATIONS



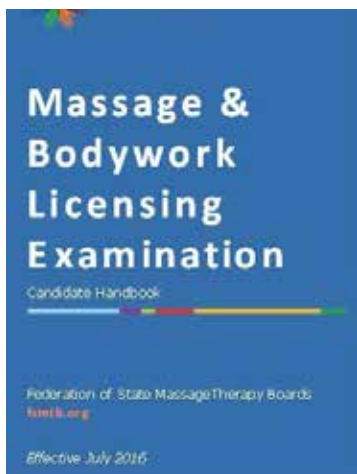
The Federation of State Massage Therapy Boards complies with the Americans with Disabilities Act of 1990 (ADA) and accommodates requests from qualified candidates with a diagnosed disability for accommodations to take the Massage & Bodywork Licensing Examination (MBLEx). Costs for the accommodations are not passed on to the candidate. Requests are reviewed to ensure that they are reasonable, properly documented and do not fundamentally alter the examination or jeopardize exam security.



MASSAGE & BODYWORK LICENSING EXAMINATION STUDY GUIDE

The Federation of State Massage Therapy Boards was pleased to announce the release of the official study guide for the Massage & Bodywork Licensing Examination (MBLEx) earlier this year. The MBLEx Study Guide is the only official MBLEx preparation resource.

The MBLEx Study Guide provides information related to MBLEx study tips, covers the eight content areas of the examination, and includes a 100-item MBLEx practice exam that allows candidates to assess their comprehension of sample MBLEx content.



MBLEx CANDIDATE HANDBOOK

A revised edition of the Candidate Handbook was published in July 2016. A web version of the handbook is available for immediate download at www.fsmtb.org.



MASSAGE EDUCATION POLICY

In an ongoing effort to maintain the integrity of the licensing examination and address fraud in the licensing process, the FSMTB is developing an incremental process to support the Member Boards in detecting and addressing fraud. This work is a combined effort from state board members and executive staff who generously serve on the Examination Committee, the Federation Authentic Information Review (FAIR) Task Force, the Human Trafficking Task Force, and the MBLEx Eligibility Panel. The following Massage Education Policy is a result of their research and recommendations as well as the adoption by the FSMTB Board of Directors.

Effective July 1, 2017, candidates seeking access to the MBLEx will be required to substantiate enrollment in or having received their education from a massage therapy educational program that is approved or recognized by the state board or agency authorized to regulate massage therapy in the state in which the school is located. In the event the massage therapy board/agency does not approve or recognize education programs, approval or recognition from the relevant state department of education or like agency, in the state which the school is located, shall apply. In the event of a conflict between the state board/agency and department of education, the approval or recognition of the massage therapy board/agency shall prevail.

MASSAGE THERAPY LICENSING DATABASE (MTLD)

Development of MTLD is on track for Member Boards to be able to begin populating with data in 2016. Multiple layers of quality control and extensive testing for data transfer is built into the timeline to ensure a smooth launch. MTLD will have searching and reporting capabilities, and will be accessible via our website at www.fsmtb.org.



LICENSE RENEWAL PROGRAM OVERVIEW

The License Renewal Committee is a standing committee of state massage board representatives that have experience in the regulation of massage therapy and massage therapy education. This committee supports the mission of the FSMTB by creating services for license renewal. To fulfill this mission the committee:

- Establishes standards for license renewal
- Vets/monitors continuing education courses
- Registers continuing education providers
- Oversees regulatory education and competence courses



CONTINUING EDUCATION STANDARDS

In 2014, the delegate assembly at the FSMTB Annual Meeting officially voted to create a continuing education approval program to meet the needs of the massage therapy regulatory community. Following this directive, the license renewal committee developed a system to register providers, vet courses, and capture course completion data to be housed in the Massage Therapy Licensing Database. Licensee course completion data will be available to all Member Boards of the FSMTB that participate in the MTLT program. All details of the standards, guidelines, and associated policies will be published prior to the program launch. Providers are required to meet these standards to be eligible to offer courses.

The License Renewal Committee has established standards for the delivery of continuing education. These standards were developed by the membership and formally adopted by the FSMTB board of directors.

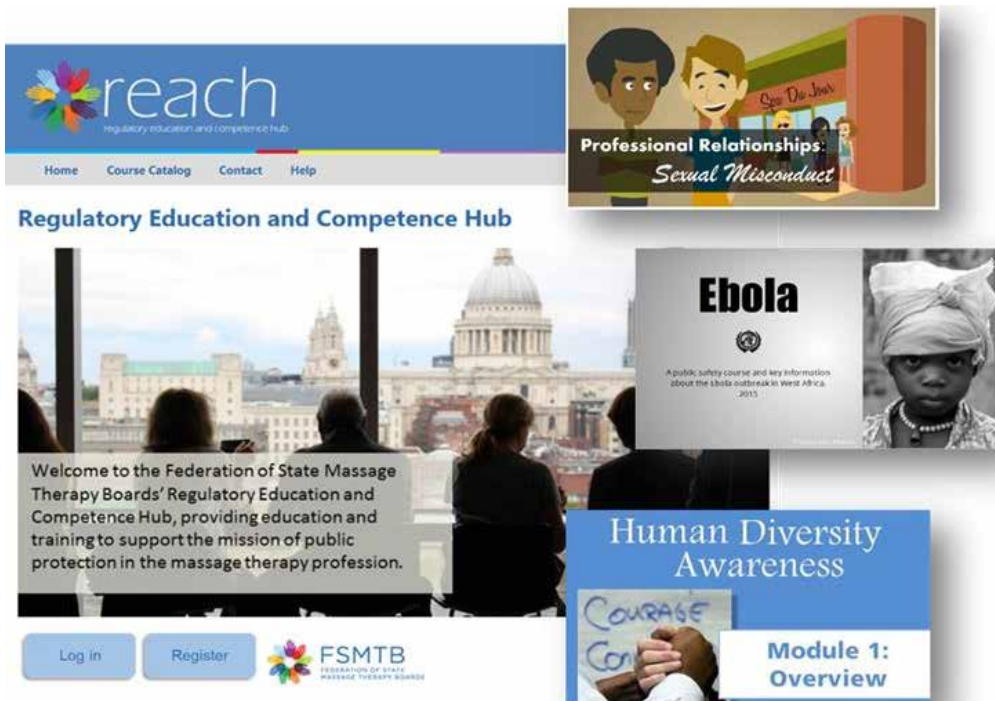
FSMTB STANDARDS FOR CONTINUING EDUCATION

| | |
|-----------------------|---|
| Administration | The provider has clear processes for developing, administering and documenting the courses. |
| Disclosure | The provider furnishes clear, complete information to potential learners about the activity. |
| Content | Content of the course is directly applicable to the practice of massage therapy and public protection. |
| Assessment | Each course includes methods to assess the learner's achievement of the learning objectives. |
| Instructor | Providers must ensure and document that instructors demonstrate the appropriate knowledge and expertise as indicated in the course learning objectives. |

REGULATORY EDUCATION AND COMPETENCE HUB (REACH)

REACH, the learning management system used by the FSMTB to offer educational programs, will house a diverse collection of titles related to regulatory education and public safety.

FSMTB is dedicated to delivering quality programs and services by thoughtful consideration, research of industry best practices, seeking qualified input, and rigorously testing programs before launch. When complete, REACH will join the other FSMTB programs in meeting the standards of excellence expected by its Member Boards.



The screenshot displays the REACH website interface. At the top, the 'reach' logo is accompanied by the text 'regulatory education and competence hub'. Below this is a navigation bar with links for 'Home', 'Course Catalog', 'Contact', and 'Help'. The main content area features a large banner with the title 'Regulatory Education and Competence Hub' and a background image of a city skyline. Below the banner, there is a section titled 'Welcome to the Federation of State Massage Therapy Boards' Regulatory Education and Competence Hub, providing education and training to support the mission of public protection in the massage therapy profession. To the right of the banner, there are three featured course thumbnails: 'Professional Relationships: Sexual Misconduct', 'Ebola' (a public safety course and key information about the Ebola outbreak in West Africa, 2013), and 'Human Diversity Awareness' (Module 1: Overview). At the bottom left, there are 'Log In' and 'Register' buttons, and the FSMTB logo is displayed.



ANNUAL MEETING

ALBUQUERQUE 2015

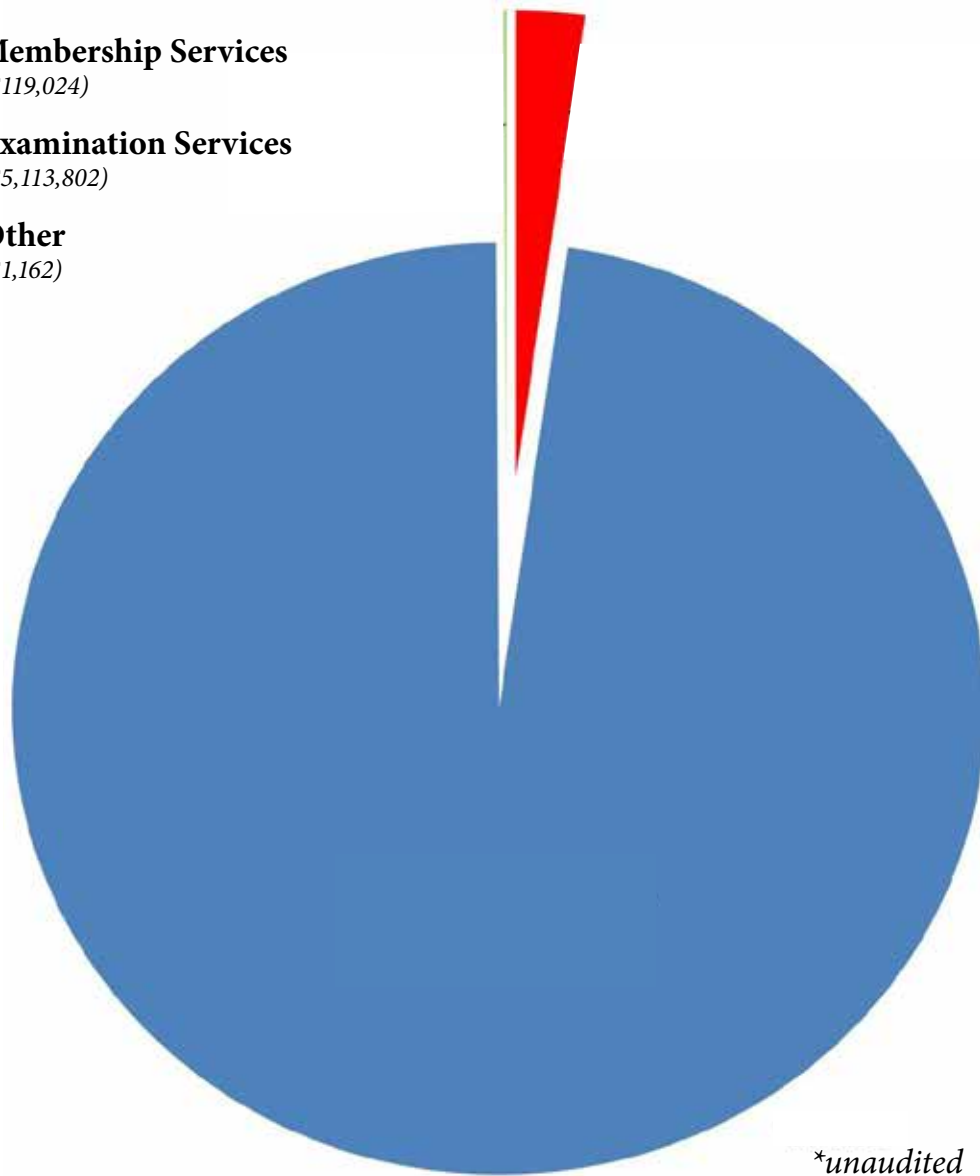
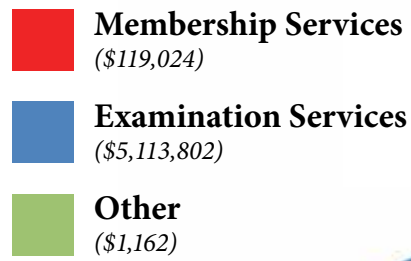
FSMTB's 2015 Annual Meeting took us back to where it all began in 2005, in Albuquerque, New Mexico. It was a monumental year as FSMTB celebrated 10 years of continued growth and success. With 125 registered attendees, 2015 was the most attended Annual Meeting to date. A mariachi band welcomed attendees to the Thursday evening networking reception and a special recognition luncheon honoring the organization's founders and supporters was hosted by the Board of Directors.



FINANCIAL REPORT

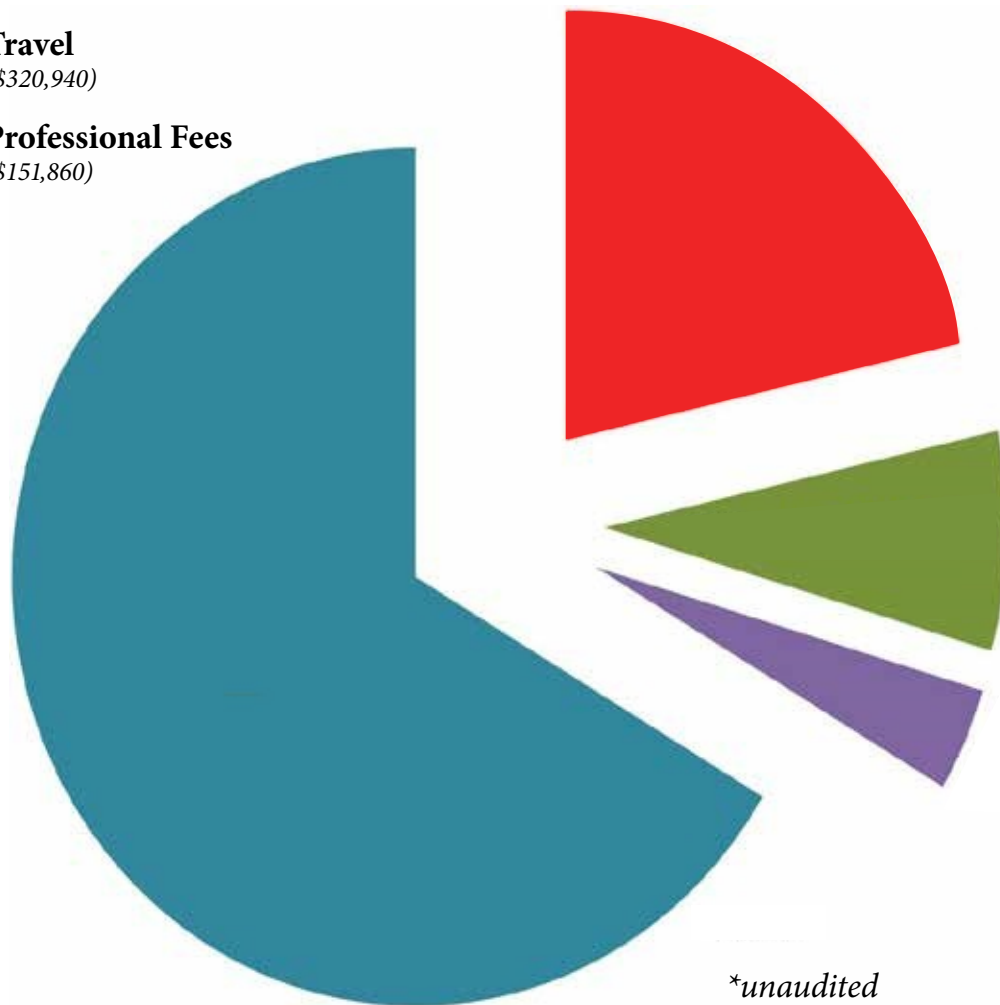
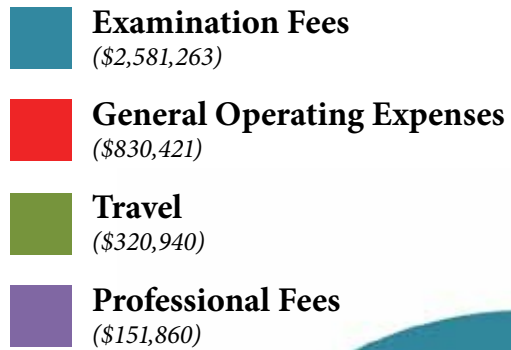


INCOME (JULY 1, 2015 – MARCH 31, 2016)



**unaudited*

EXPENSES (JULY 1, 2015 – MARCH 31, 2016)



**unaudited*



COMMUNICATIONS



WEBSITE

The FSMTB website, www.fsmtb.org, is an easy to navigate source for all of the latest news concerning FSMTB and the MBLEx. The site is growing rapidly in visits from new users and return visitors every month. The site saw over 80,000 visitors between March 1 and June 30. This traffic is expected to grow in 2016-2017.



IN TOUCH

FSMTB's communication efforts include emails, surveys and newsletters. The Member Boards' *In Touch with FSMTB* and our school newsletter *In Touch with Education* are getting more popular with readers with every issue!



In Touch with FSMTB

June 2016

Membership Renewal
 Dues for 2016-2017 membership should be received no later than **July 1, 2016**.

The FSMTB Board of Directors offers membership waivers to States and US Territories experiencing financial hardship. Interested parties should submit an official written request to FSMTB.

Waivers are limited so do not delay. If you have any questions, please contact our director of member services, Kevin Snedden at ksnedden@fsmtb.org

[Member Renewal Form](#)



Member Registration for FSMTB Annual Meeting is coming soon
 Member registration begins July 1 for the annual meeting in Cleveland, OH. Watch our website for all the latest information.

[FSMTB Website](#)



Independence Day
 The FSMTB executive and MBEx offices will be closed Independence Day, Monday, July 4, 2016.

We will return to our regular hours of 9:00 am to 5:00 pm CT on Tuesday, July 5, 2016.





In Touch with Education

May 2016

Memorial Day
 The FSMTB executive and MBEx offices will be closed Memorial Day, Monday, May 30, 2016.

We will return to our regular hours of 9:00 am to 5:00 pm CT on Tuesday, May 31, 2016.



Information for Schools Web Page
 This page has some great resources for schools and students. Click below or visit us at www.fsmtb.org

[Information for Schools](#)



Study Guides
 Did you know your school or bookstore could order the official MBEx study guide by the case? Ordering a case of 26 saves significantly on shipping and handling.

[Order Today!](#)



Computer Adaptive Testing
 Do you have questions about Computer Adaptive Testing (CAT) that is used to administer the MBEx? This informative video will help.



SOCIAL MEDIA

Join our online community by following, liking or subscribing to our social media platforms.



FACEBOOK.COM/FSMTB



LINKEDIN.COM/FSMTB



TWITTER.COM/FSMTB



INSTAGRAM.COM/FSMTB



YOUTUBE.COM/FSMTB

VOLUNTEERS



In the 2015-2016 fiscal year, FSMTB volunteers worked on committees, task forces, in leadership, and in other roles.



The NonProfit Times, a leading nonprofit business publication, estimates the value of each volunteer hour to be worth approximately \$23.07.



This year FSMTB was the recipient of over 11,000 hours of volunteer talent, or an equivalent of over \$250,000.

**THANK YOU FSMTB
VOLUNTEERS! IT CAN NOT BE
DONE WITHOUT YOU!**



2015-2016 FSMTB BOARD OF DIRECTORS

PRESIDENT

KAREN ARMSTRONG

Michigan Board of Massage Therapy (former)
karmstrong@fsmtb.org

VICE PRESIDENT

ED BOLDEN

Chair, Tennessee Board of Massage Licensure
ebolden@fsmtb.org

TREASURER

LINDA LYTER

Executive Director, West Virginia Massage
Therapy Licensure Board
llyter@fsmtb.org

EXECUTIVE DIRECTOR

DEBRA PERSINGER

dpersinger@fsmtb.org

DIRECTOR

KIM ADAMS JOHNSON

Vice-Chair, Nebraska Board of Massage Therapy
kadamsjohnson@fsmtb.org

DIRECTOR

DAVID COX

Vice President, Maryland Board of Chiropractic
& Massage Therapy Examiners
dcox@fsmtb.org

DIRECTOR

CRAIG KNOWLES

Chair, Georgia Board of Massage Therapy
cknowles@fsmtb.org

DIRECTOR

CHARLENE RUSSELL

Mississippi State Board of Massage Therapy
crussell@fsmtb.org



VOLUNTEER COMMITTEES AND TASK FORCES

EXAMINATION

Charlene Russell, FSMTB Board Liaison
 Emmanuel Bistas
 Gwenda Harrison

Nicole Lennox
 Dawn Sanders
 Holly Foster

Mississippi State Board of Massage Therapy
 Illinois Board of Massage Therapy
 Maryland Board of Chiropractic & Massage
 Therapy Examiners
 Michigan Board of Massage Therapy
 New Mexico Massage Therapy Board
 North Carolina Board of Massage & Bodywork Therapy

EXAMINATION DEVELOPMENT

David Cox, FSMTB Board Liaison
 Su Bibik
 Laurie Craig
 Jimmy Gialelis
 Jacqueline Hungerford
 Maria Leonard
 Jeff Mahadeen
 John Morgan
 Charlotte Phillips
 Drew Riffe
 Jill Sanders
 Elan Schacter
 Cherie Sohnen-Moe
 Tracy Sullivan
 Laura Williams

Maryland
 Michigan
 Georgia
 Arizona
 Texas
 Minnesota
 New Hampshire
 North Carolina
 Vermont
 Texas
 Oregon
 North Carolina
 Arizona
 Connecticut
 Washington

FEDERATION AUTHENTIC INFORMATION REVIEW (FAIR)

Linda Lyter, FSMTB Board Liaison
 Anthony (Toby) Jusevitch
 Latasha Austin
 Shawwna Ervin
 Kimberly Hodge
 Rick McElroy
 Adrienne Price
 Thomas Ryan

Connie Shanks Knight
 Kris Waidely

West Virginia Massage Therapy Licensure Board
 Florida Department of Health
 Virginia Board of Nursing
 Indiana State Board of Massage Therapy
 Tennessee Massage Licensure Board
 California Massage Therapy Council
 Georgia Board of Massage Therapy
 Wisconsin Massage Therapy & Bodywork Affiliated
 Credentialing Board
 Mississippi State Board of Massage Therapy
 Washington State Board of Massage

VOLUNTEER COMMITTEES AND TASK FORCES

FINANCE

Linda Lyter, FSMTB Treasurer
Kate Coffey
Thomas Ryan
Keith Warren

West Virginia Massage Therapy Board
Oregon Board of Massage Therapists
Wisconsin Massage Therapy & Bodywork
Alabama Board of Massage Therapy

HUMAN TRAFFICKING

Kim Adams Johnson, FSMTB Board Liaison
Thomas Ryan, Chair

Marvis Burke
Kimberly Hodge
Dawn Hogue
Dianne Layden
Barbara Lis
Lydia Nixon
Stephanie Powell

Nebraska Board of Massage Therapy
Wisconsin Massage Therapy & Bodywork Affiliated
Credentialing Board
Tennessee Board of Massage Licensure
Tennessee Board of Massage Licensure
Virginia Board of Nursing
North Carolina Board of Massage & Bodywork Therapy
Indiana State Board of Massage Therapy
Florida Board of Massage Therapy
California Massage Therapy Council

LICENSE RENEWAL

Ed Bolden, FSMTB Board Liaison
Becca Lesik, Chair
Earle Duskey
Joe Frazer
Jeff Forman
Denise Logsdon
Wendy McGinley
Jan Shaw

Tennessee Board of Massage Licensure
Pennsylvania State Board of Massage Therapy
Arizona Board of Massage Therapy
New Hampshire Advisory Board of Massage Therapists
California Massage Therapy Council
Kentucky Board of Licensure for Massage Therapy
North Dakota Board of Massage
South Carolina Massage/Bodywork Therapy Panel

NOMINATING

Cary Bland
Marvis Burke
Dianne Layden

District of Columbia Board of Massage Therapy
Tennessee Board of Massage Licensure
North Carolina Board of Massage & Bodywork Therapy

POLICY

Craig Knowles, FSMTB Board Liaison
Beth Miazga
Jamie Smith
Keith Warren

Georgia Board of Massage Therapy
Michigan Board of Massage Therapy
Pennsylvania State Board of Massage Therapy
Alabama Board of Massage Therapy



NOTES

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



FSMTB

FEDERATION OF STATE
MASSAGE THERAPY BOARDS

Federation of State Massage Therapy Boards
10801 Mastin Boulevard, Suite 350
Overland Park, KS 66210
www.fsmtb.org