



FSMTB

FEDERATION OF STATE
MASSAGE THERAPY BOARDS

ANNUAL REPORT

October 2019



MESSAGE FROM THE PRESIDENT

“Vision without action is merely a dream. Action without vision just passes the time. Vision with action can change the world.” Joel A. Barker

The vision that began so long ago has continued to be coupled with actions necessary for the progress we all desired. I am grateful to be part of the team, as a volunteer director, responsible for the consistent actions that bring that vision to life.

This 2019 Annual Report includes information on FSMTB’s programs, services, finances and communication efforts. The data is a clear indication of the focus and work our organization brings to the massage community. However, what the data does not show is the many hours of collaboration, coordination and intense planning that go into each and every decision made and project completed by those who believe in what we do by putting heart into every layer of the process.

The growth of the organization can be seen in the number of services offered, the enthusiasm of volunteers, and the expansion of our executive office to bring more services in house. These additions have allowed for improved efficiency, transparency, and accountability with the stamp of integrity we all hold dear. Every day we are working to identify new and improved ways to support the work of our member boards in regulation and public protection and affirm the value and importance of this organization. I believe open and honest communication is the key to reaching our goals, while working to collaborate with those who share our vision.

It has been an honor and a privilege to work with such a wide range of dedicated and caring individuals throughout the organization. Our success is Your success. With the ongoing support of delegates, committee volunteers, directors, staff and massage professionals nationwide, FSMTB is ready for the challenges and achievements ahead in 2020. I have no doubt that staying true to

our values and our mission will continue to lead us to positive growth, national standards, professional mobility, and a legacy of which we can all be proud.



Yours in service,
Charlene Russell
FSMTB President

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

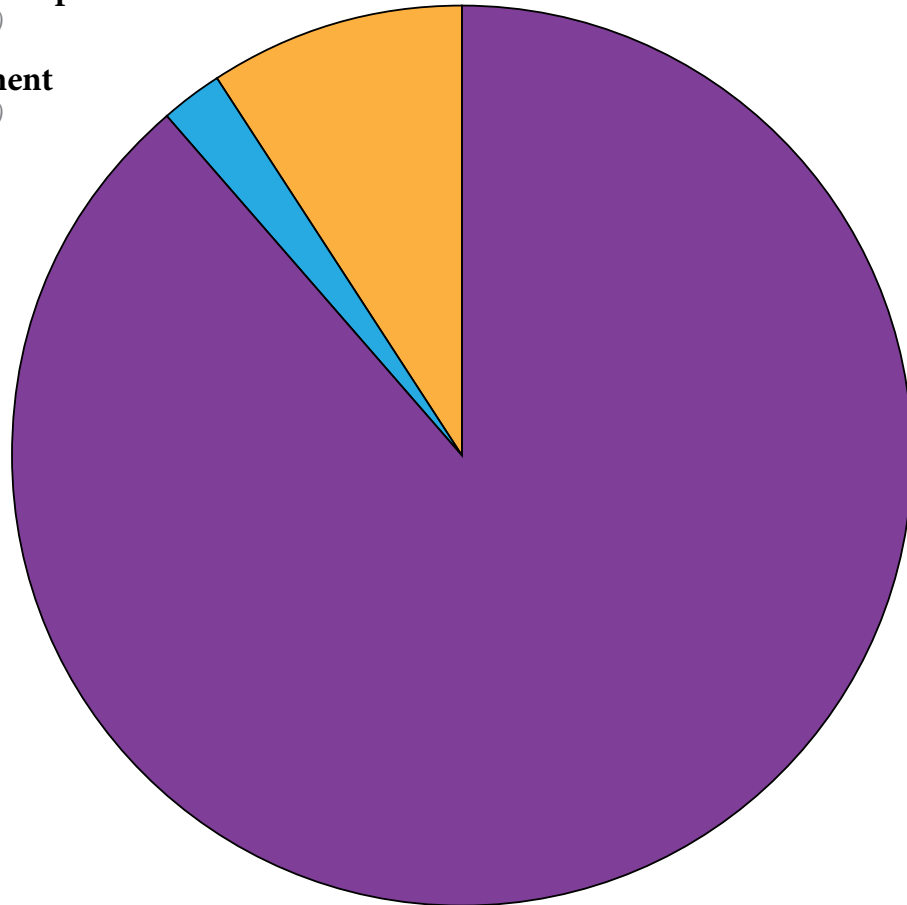
The FSMTB is a fully autonomous, non-profit organization. It operates under Section 501(c)(3) of the Internal Revenue Code. All revenue collected by the organization is used to enhance FSMTB programs; improve the quality of its examinations and services; and provide support to its Members in fulfilling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

FINANCE



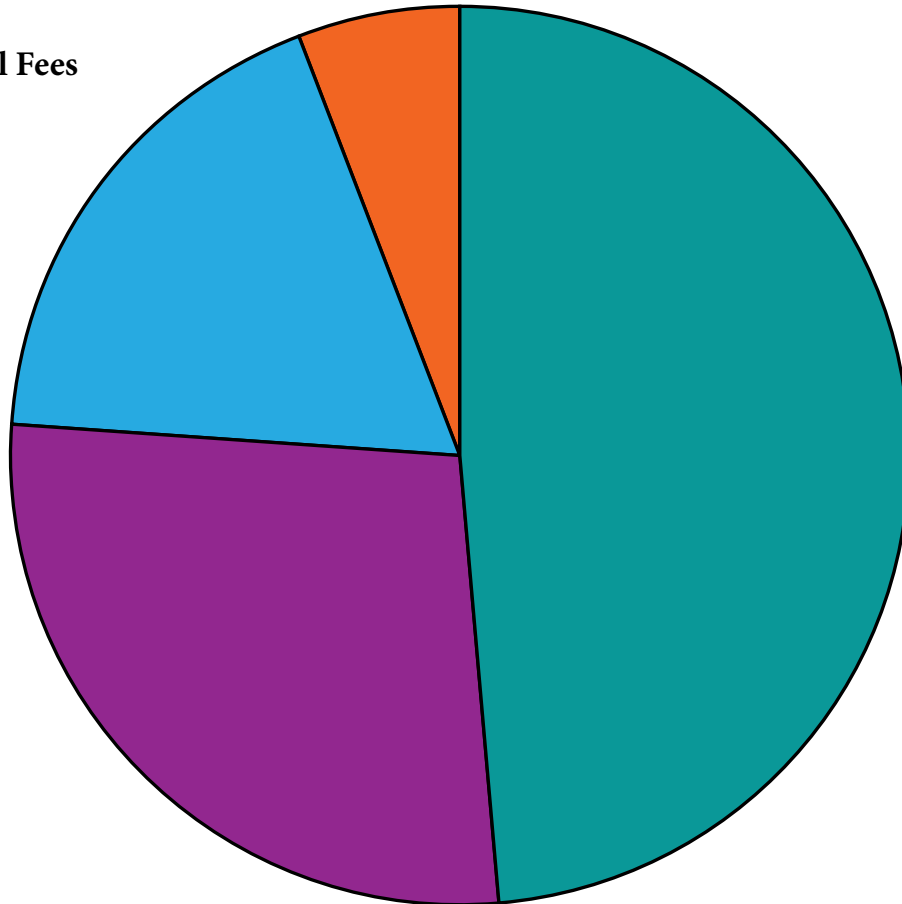
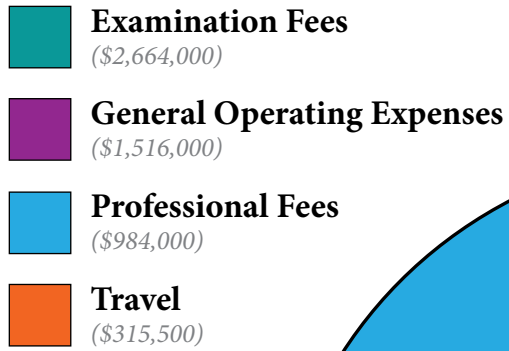
INCOME* (JULY 1, 2018 – JUNE 30, 2019)

-  **Examination Services**
(\$5,142,000)
-  **Membership Services**
(\$139,000)
-  **Investment**
(\$519,500)



**Approximate/Unaudited*

EXPENSES* (JULY 1, 2018 – JUNE 30, 2019)



**Approximate/Unaudited*

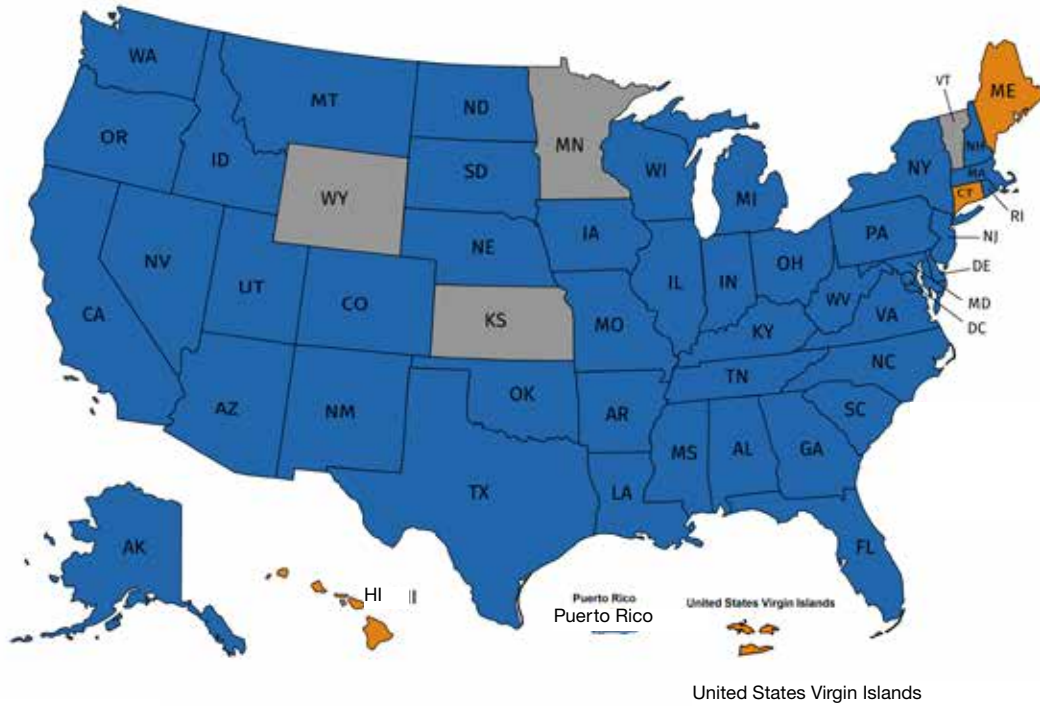


PROGRAMS AND SERVICES





FSMTB MEMBERSHIP

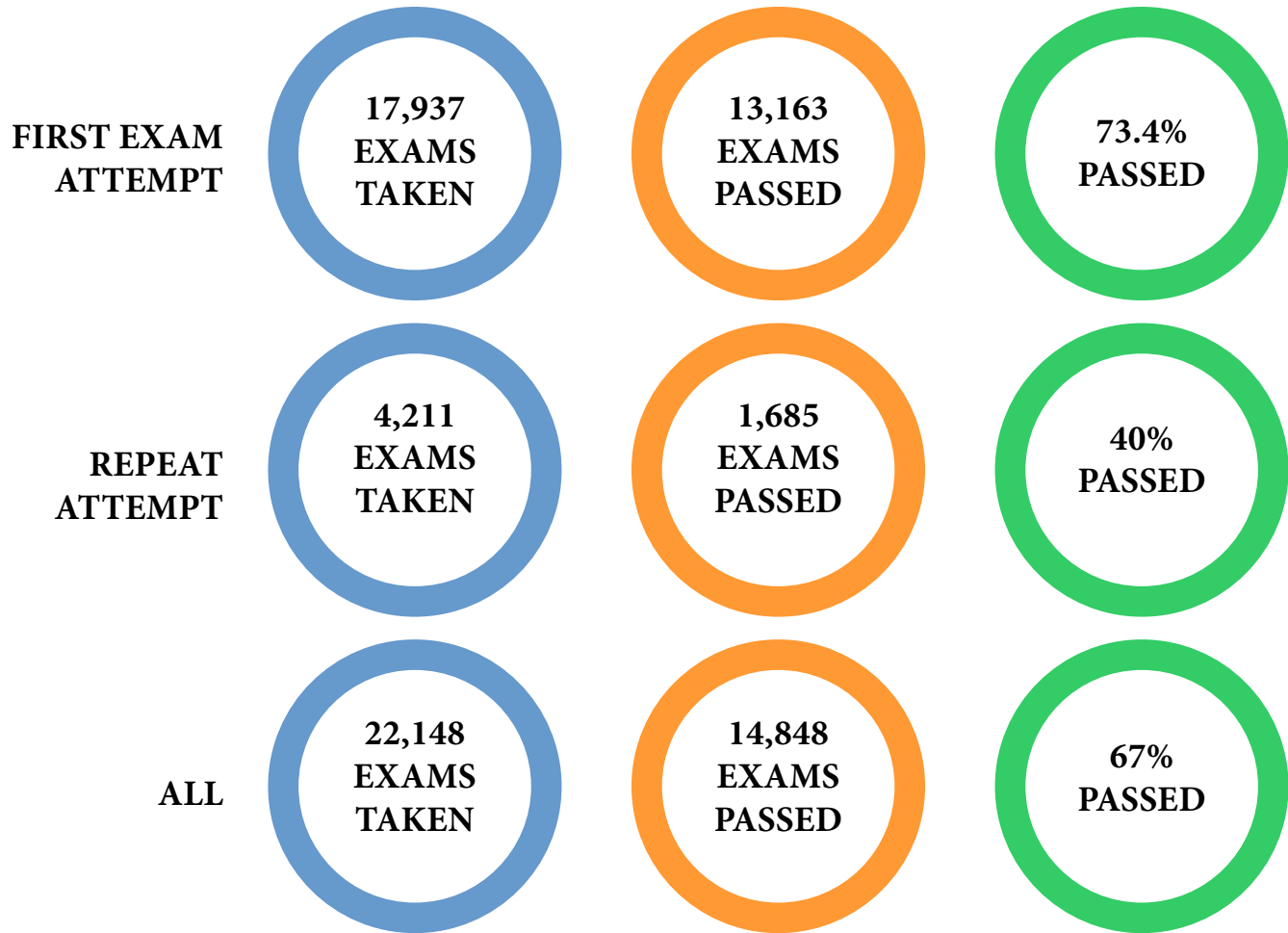


 **FSMTB Members**

 **Non-Member, Regulated**

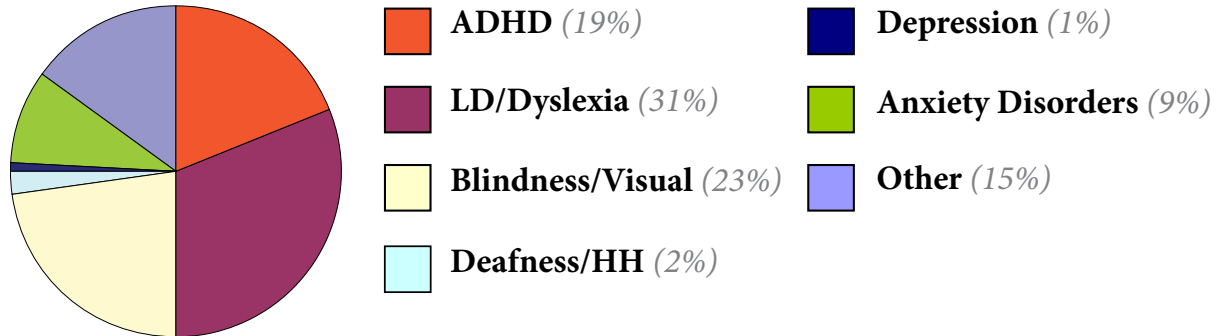
 **Not Regulated**

MBLEx PASS RATE (JULY 1, 2018 – JUNE 30, 2019)

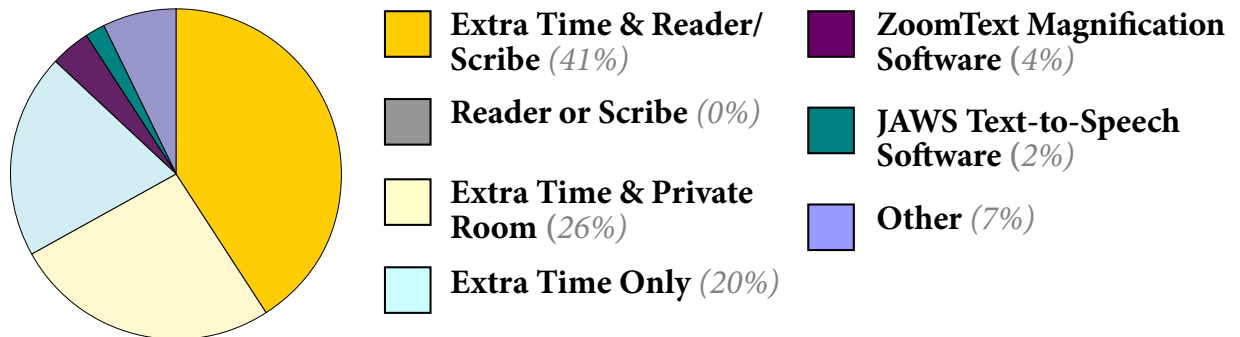


TESTING ACCOMMODATIONS

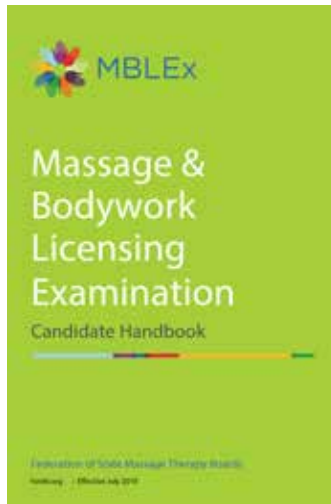
NATURE OF DISABILITY



TYPES OF ACCOMMODATIONS



The Federation of State Massage Therapy Boards (FSMTB) complies with federal laws regarding the Americans with Disabilities Act. FSMTB will consider requests from qualified candidates with a diagnosed disability for accommodations to take the Massage & Bodywork Licensing Examination (MBLEx) if the request is reasonable and properly documented and does not fundamentally alter the examination or jeopardize exam security. The costs for the accommodations are not passed on to the candidate. FSMTB supported 306 ADA applicant accommodations in this reporting year.



MBLEx CANDIDATE HANDBOOK

The latest edition of the MBLEx Candidate Handbook was published in July 2019. The Handbook is available electronically at fsmtb.org and paper copies are available free of charge to applicants and schools.

This year, FSMTB has mailed 12,258 FREE handbooks to schools and applicants.

MBLEx FEE INCREASE

It was announced that the Federation of State Massage Therapy Boards (FSMTB) is increasing the Massage & Bodywork Licensing Examination (MBLEx) fee from \$195 to \$265 beginning April 1, 2020. This is the first time in 13 years FSMTB has raised the fee for the examination.

The MBLEx fee covers application processing, transcript validation, provision of the examination at secure test centers and exam result reporting and storage. Behind the scenes, expenses include examination development as well as psychometric and legal defensibility. Additionally, FSMTB provides testing accommodations for those who qualify and MBLEx Candidate Handbooks to schools and candidates, all at no cost.

FSMTB remains dedicated to maintaining the quality and integrity of the MBLEx in the most cost-effective manner possible and supporting FSMTB member boards in their work to ensure the practice of massage therapy is provided to the public safely and competently.



FSMTB SCHOOL SUPPORT

The FSMTB School Support team assists administrative staff and faculty members from massage therapy training programs as they help their students with the process of becoming licensed massage therapists.

Education Record Center

The FSMTB Education Record Center continues to support state-approved massage therapy training programs with a quick and efficient process of submitting student education records for verification purposes.

Nine hundred and fifty two state-approved massage therapy training programs are registered to use the Education Record Center.

School Outreach

The FSMTB School Support team traveled to Dallas and Houston, TX; Charlotte, NC; Lansing, MI; San Francisco and Los Angeles, CA; and Seattle, WA to host information sessions entitled *MBLEx 411: FSMTB on the Road – Supporting Schools and Students*. These sessions included topics that cover an overview of FSMTB, MBLEx development and delivery, MBLEx application processing, using the Education Record Center, FSMTB support services for schools and students, and school issues and trends.

The School Support team also participated in several events, including the American Massage Therapy Association school summit in February and national convention in August, the Associated Bodywork & Massage Professionals school forum in April, the Northwest Career Colleges Federation Summit in May, and the Florida State Massage Therapy Association national massage congress in June.

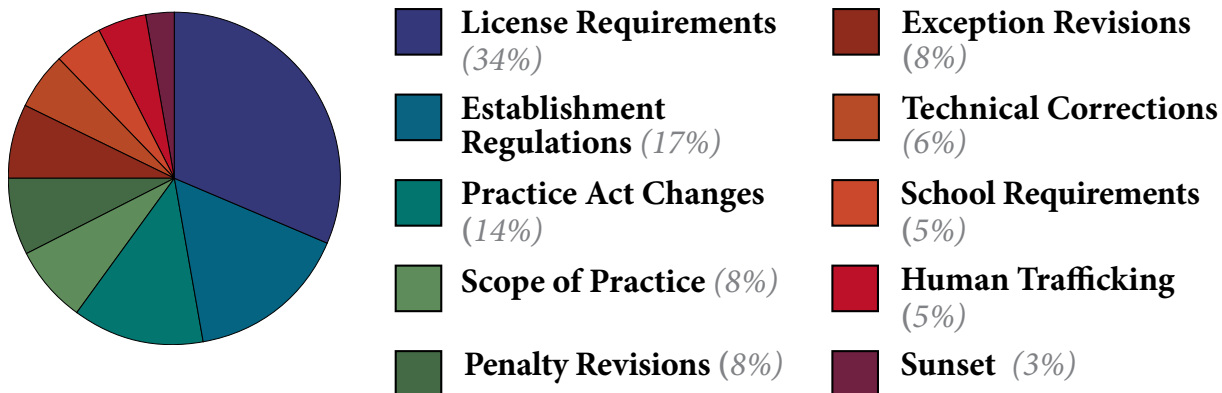
GOVERNMENT RELATIONS

Tracking proposed legislation related to the profession and sharing resources on state regulatory topics are two of the most important functions of the Government Relations team. Proposed legislation is tracked on a daily basis and where necessary, communications are established to support member boards. The FSMTB provides regulatory data to decisionmakers in an effort to ensure that all information is made available as part of the regulatory process.

FSMTB monitors for new or changing legislation that may affect the massage profession or FSMTB member boards. In the past year, the team tracked 97 pieces of legislation related to massage regulation across the US.

A majority of the legislation tracked addressed changes to license requirements for massage. The Government Relations department provides member boards with resources on state massage regulatory topics. This year, over 30 reports and other resources were shared with member boards on topics such as licensing requirements and establishment regulations. Member boards can request information at any time and can ask FSMTB representatives to attend a board meeting to present or answer questions about the other programs and services that the FSMTB has to offer.

LEGISLATION TOPICS TRACKED



MASSAGE THERAPY LICENSING DATABASE (MTLD)

The Massage Therapy Licensing Database (MTLD) is available for state boards and agencies to implement into your operations. FSMTB has procedures in place to assist each state with the participation process.

Benefits for Licensing Boards/Agencies

✓	Integrity of the massage therapy licensure process
✓	Central repository of therapist records
✓	Searching and reporting capabilities
✓	Easily accessible via fsmtb.org
✓	No cost to access MTLD
✓	Support license portability with quick and thorough verification of licensure in other states
✓	Secure data uploads and data encryption
✓	Access current and accurate information regarding licensed massage therapists in other states
✓	Improve efficiencies and increase capacity for board administrative staff to verify licensure details
✓	Provides a single source to enter and review board/disciplinary actions or licensee investigations to aid other state boards/agencies
✓	See completed continuing education credit provided by FSMTB CE Registry providers
✓	Facilitate enforcement decisions
✓	Assist staff in detecting fraud in licensure application documents
✓	Shows MBLEx Result Adjustments in a licensee record

Once a state is participating in MTLD, they are able to query the database to assist in the license application and renewal process.

In one secure place, designed specifically for state licensing boards, administrative staff can access:

- State licensing data;
- Education history;
- Board/disciplinary actions; and
- Professional continuing education from the FSMTB CE Registry of Providers.

CONTINUING EDUCATION REGISTRY

CE Registry is the facet of the national Massage Therapy Licensing Database (MTLD) that collects primary source documentation of the completion of acceptable Continuing Education courses across the country for use by state boards and agencies participating in MTLD to verify continuing education hours for license renewal. The CE Registry program is in place to meet the FSMTB mission of facilitating professional mobility and simplifying and standardizing the licensing and renewal processes. Last year multiple tests and revisions were performed, guided by state board representatives, and initial users were invited to register in the program. Multiple presentations were conducted at industry events and member meetings where questions about the program were answered for the public and state boards. The CE Registry is a solution that meets the needs of the regulatory community by:

1. Verifying primary source documentation of CE's in MTLD.
2. Supporting the authority of individual member boards to determine CE for license renewal.
3. Reducing the instance of CE fraud among licensees.
4. Protecting the licensees from predatory practices by CE providers.
5. Identifying and making transparent the providers that are not compliant with the standards established by the FSMTB membership.

The following states currently have regulatory language to accept courses from providers in CE Registry. State regulatory boards determine if continuing education hours recorded in MTLD meet their requirements for license renewal.

Alabama	Kentucky	New Mexico
Arkansas	Maryland	Oregon
District of Columbia	Missouri	Oklahoma
Idaho	Montana	Tennessee
Illinois	New Hampshire	Virginia
Iowa	New Jersey	Wisconsin



REGULATORY EDUCATION AND COMPETENCE HUB (REACH)

The North Carolina Board of Massage and Bodywork Therapy (NCBMBT) requested the assistance of FSMTB to develop disciplinary courses to address some of the matters that most commonly come before the board regarding licensee conduct. FSMTB custom developed three courses: Client Intake Communication, Client Assessment & Documentation, and North Carolina Laws & Rules for Client Assessment and Documentation. The Client Intake Communication and Client Assessment & Documentation courses will be available for utilization by all of our member boards. These courses will be available through the Regulatory Education and Competence Hub (REACH).

MEMBER BOARD EXECUTIVE SUMMIT

The 3rd Annual Member Board Executive Summit was held in Cleveland, Ohio. The summit was attended by 34 people, representing 24 member boards. This event is offered as a member benefit to provide massage board staff executives opportunities for professional development and networking with other state board colleagues.

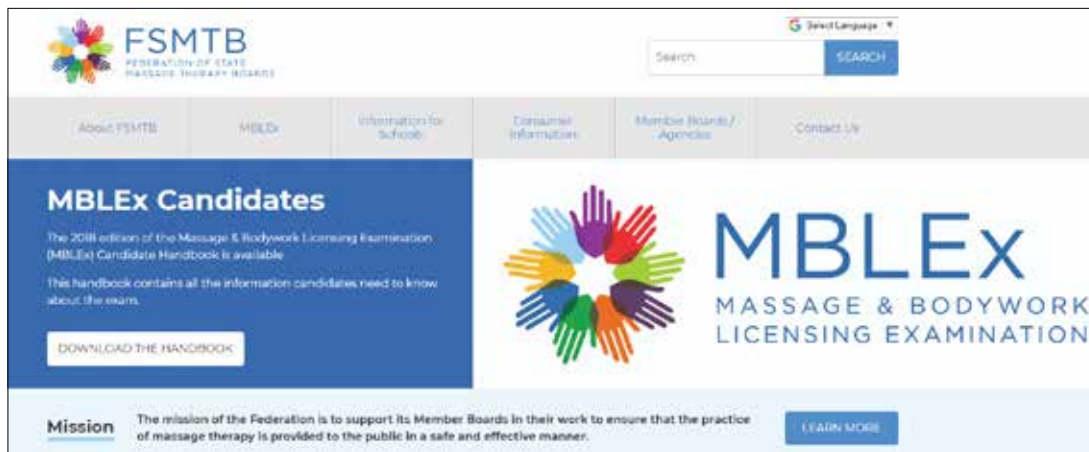
COMMUNICATIONS



WEBSITE

The FSMTB website, fsmtb.org, remains the foremost resource for individuals seeking information about FSMTB and the MBLEx.

During the past year, the website hosted over 785,000 page views, which is a nearly five percent increase when compared to the prior year.



SOCIAL MEDIA

FSMTB shares organizational news and regulatory information with the profession via its social media presence. In the past year, FSMTB saw a nearly five percent growth in Facebook followers, and a 25 percent growth in Twitter followers.

Follow FSMTB on all of your preferred social media channels:



facebook.com/fsmtb



twitter.com/fsmtb



linkedin.com/fsmtb



[Youtube.com The FSMTB](https://Youtube.com/TheFSMTB)

NEWSLETTERS

FSMTB's two monthly newsletters, *In Touch with FSMTB* and *In Touch with Education*, provide the regulatory community and educators, respectively, with timely updates. In 2018, the format of both newsletters was revised to enhance readability.



FSMTB 2019 Annual Meeting

Mark your calendars!

The FSMTB 2019 Annual Meeting will be held on October 3-5, 2019 in Atlanta, Georgia. Who will serve as your voting delegate? Member registration will open July 1.



MBLEx Timing

Each MBLEx candidate will schedule a two-hour (120 minutes) appointment with Pearson VUE to take their examination. Of that time, up to **five minutes** is allotted for the completion of a demographic survey; up to **five minutes** is allotted for the security and confidentiality agreement; and **110 minutes** is allotted for the completion of the exam. Any minutes remaining from the pre-exam modules are **not** carried over and **do not** add to the exam time. Please consult the MBLEx [Candidate Handbook](#) for further details.



Amazon Smile

You can support FSMTB when you shop at smile.amazon.com. Select the Federation of State Massage Therapy Boards as your charity of choice, and Amazon will make a donation based upon your total purchase.



VOLUNTEERS



VOLUNTEERS

Volunteers remain integral to carrying out the mission of FSMTB. Our volunteers come together from across the United States to serve on task forces, committees and in leadership roles. April is National Volunteer Month, and during that time, FSMTB staff created videos to post on social media, sharing gratitude for our volunteers. To each person that gives their time, insight and passion to our organization to support smart massage therapy regulation and public protection, we thank you.





2018-2019 FSMTB BOARD OF DIRECTORS

PRESIDENT

CHARLENE RUSSELL

Mississippi State Board of Massage Therapy
(former)
crussell@fsmtb.org

VICE PRESIDENT

ROBIN ALEXANDER

Louisiana Board of Massage Therapy
ralexander@fsmtb.org

TREASURER

DAVID COX

Secretary/Treasurer of the Maryland State
Board of Massage Therapy Examiners
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DIRECTOR

VICTORIA DRAGO

Florida Board of Massage Therapy
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DIRECTOR

CRAIG KNOWLES

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

DIRECTOR

DIANNE LAYDEN

North Carolina Board of Massage
and Bodywork Therapy
dlayden@fsmtb.org

DIRECTOR

TOM RYAN

Administrator of the Division of Legal
Services and Compliance, Wisconsin
Department of Safety and Professional
Services
tryan@fsmtb.org

IMMEDIATE PAST PRESIDENT

ED BOLDEN

Tennessee Board of Massage Licensure
ebolden@fsmtb.org

EXECUTIVE DIRECTOR

DR. DEBRA PERSINGER

dpersinger@fsmtb.org

VOLUNTEER COMMITTEES AND TASK FORCES

COURSE DEVELOPMENT ADVISORY PANEL

Ed Bolden, Board Liaison | Tennessee Board
of Massage Licensure

Adam Baritot | New York

Marcela Collins | Florida/Tennessee Board
of Massage Licensure (*former*)

Samantha Lucatero | Texas

Halley Moore | Missouri

Robert Phillips IV | Texas

Susan Salvo | Louisiana

Lori Vargas | Illinois

CE REGISTRY REVIEW PANEL

Denise Barker | North Carolina

David Gonzalez | Florida

Monique Gray | California

ELIGIBILITY REVIEW PANEL

Lance Gilliland, Chair | Alabama Board
of Massage Therapy

Craig Knowles, Board Liaison | Georgia
Board of Massage Therapy

Micheal Black | Utah Board of
Massage Therapy

Tamara Leach | Montana Board
of Massage Therapy

EXAMINATION DEVELOPMENT COMMITTEE

Ed Bolden, Board Liaison
Tennessee Board of Massage Licensure

Sarah Albanawi | Virginia

Karen Armstrong | Michigan Board of
Massage Therapy (*former*)

Tara Barrett | Pennsylvania

Su Bibik | Michigan

Vickie Branch | New Hampshire Advisory
Board of Massage Therapists (*former*)

Fran Candelaria | Indiana

Laurie Craig | Georgia

Alexander Dale | California

Rosendo Galvez | Illinois

Jimmy Gialetis | Arizona

Jacque Hungerford | Texas

Maria Leonard | Minnesota



Bethany Lowrie | Pennsylvania
 Jeff Mahadeen | New Hampshire Advisory
 Board of Massage Therapists
 Wendy McGinley | North Dakota Board
 of Massage (*former*)
 Bethann Olsavsky | Illinois
 Ceena Owens | Kansas
 Charlotte Phillips | Vermont
 Drew Riffe | Texas
 Jill Sanders | Oregon
 Elan Schacter | North Carolina
 Cherie Sohnen-Moe | Arizona
 Tracy Sullivan | Connecticut
 Charles Watson | Nebraska

EXAMINATION POLICY COMMITTEE

Caroline Fox Guerin, Chair | Texas Massage
 Therapy Advisory Board
 Ed Bolden, Board Liaison | Tennessee Board
 of Massage Licensure
 Kim Adams-Johnson | Nebraska Board
 of Massage Therapy
 Sandy Anderson | Nevada State Board
 of Massage Therapy
 Emmanuel Bistas | Illinois Department
 of Financial & Professional Regulation

Michael Eayrs | Montana Board of Massage
 Therapy (former)
 Gwenda Harrison | Maryland State Board
 of Massage Therapy Examiners

FINANCE COMMITTEE

David Cox, Chair | Maryland State Board
 of Massage Therapy Examiners
 Sandy Anderson | Nevada State Board
 of Massage Therapy
 Micheal Black | Utah Board of
 Massage Therapy
 AJ Groeber | Ohio State Medical Board
 Keith Warren | Alabama Board of
 Massage Therapy

LICENSE RENEWAL COMMITTEE

Becky Cauffman, Chair | Pennsylvania State
 Board of Massage Therapy
 Victoria Drago, Board Liaison | Florida Board
 of Massage Therapy
 Karen Armstrong | Michigan Board of
 Massage Therapy (*former*)
 Micheal Black | Utah Board of
 Massage Therapy
 Earl Duskey | Arizona State Board
 of Massage Therapy

Karen Fink | Ohio State Massage Therapy
Advisory Committee

Joe Frazer | New Hampshire Advisory
Board of Massage Therapists

Lance Gilliland | Alabama Board
of Massage Therapy

Barbara Lis | Indiana State Board
of Massage Therapy

Denise Logsdon | Kentucky Board of
Licensure for Massage Therapy

Wendy McGinley | North Dakota Board
of Massage (*former*)

Jan Shaw | South Carolina Board of
Massage/Bodywork Therapy

NOMINATING COMMITTEE

Micheal Black, Chair | Utah Board of
Massage Therapy

Bridget Myers | South Dakota Board of
Massage Therapy

Lydia Nixon | Florida Board of
Massage Therapy

POLICY COMMITTEE

Tiffany Gennety, Chair | Michigan Board
of Massage Therapy

Dianne Layden, Board Liaison | North
Carolina Board of Massage and Bodywork
Therapy

Jamie Corey | Pennsylvania State Board of
Massage Therapy

Linda Lyter | West Virginia Massage Therapy
Licensure Board

Kama Monroe | Florida Board of
Massage Therapy





FSMTB

FEDERATION OF STATE
MASSAGE THERAPY BOARDS

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