



FSMTB

FEDERATION OF STATE
MASSAGE THERAPY BOARDS



Annual Report

October 2020



MESSAGE FROM THE PRESIDENT

Over the past year, FSMTB began with a plan to continue on-going projects, provide quality service to our members, and look for new ways to improve our organization while celebrating 15 years of growth and success. Last year we said we were ready for the challenges and achievements ahead. However, we had no idea what this year really had in store for us all.

This 2020 annual report portrays our accomplishments and the steadfast progression toward meeting the needs of all members. The initiatives you'll read about in this report, along with excellent customer service, prove our dedication to massage therapy, the preparation of emerging professionals, and our duty for public protection.

The value of the work being done each day by our members and volunteers to regulate and enforce public protection is appreciated at all levels. We look forward to another 15 years of collaborative effort and accomplishments. On behalf of the board of directors, I thank you for the passion you exemplify for the profession, its regulation, and the push to move forward together.



Yours in Service,
Charlene "Charlie" Russell
FSMTB President

MISSION STATEMENT

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 competent 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.

PRESIDENT'S REPORT

While preparing this report to be digitized, in place of presenting to you in person, I am saddened to think about the wonderful interactions with volunteers and delegates we will miss this year due to the cancellation of the 2020 Annual Meeting.

Our time together sharing thoughts, concerns, achievements, best practices, meals and free time is always a highlight of the year. However, not being able to meet in person has not stopped you or the Federation from continuing to address the mission and visions we all share. Those of you chosen by your states to serve as voting delegates in the annual governing member election, to be a voice for your people – Thank You!

ACKNOWLEDGMENTS

I would like to take a moment to extend heartfelt gratitude to the many amazing volunteers participating on the FSMTB committees, subject matter experts offering years of experience and insight, and dedicated state board members and staff

who contribute to setting standards for entry level practice, regulation of massage, and protection of the public. The Federation succeeds because of you.

I would also like to thank the Board of Directors and committee chairs for providing leadership and guidance throughout the year. I extend a special thank you to my fellow FSMTB officers, Vice President Craig Knowles and Treasurer David Cox, who willingly stepped up and led our team through unprecedented times while I was addressing personal matters at home.

On behalf of the Board of Directors and fellow volunteers of the Federation, I would like to express our sincere appreciation for our executive director, Dr. Debra Persinger, and the amazing staff members who always take such good care of FSMTB. This year they went above and beyond by continuing to meet the daily needs of the organization, connecting our members during a national quarantine, reassuring candidates, and juggling the personal needs of each staff member and their families with the utmost care and compassion. I would also like to acknowledge our support teams who provide great service in the technical, legal and professional aspects needed on each project throughout the year.

THE YEAR IN REVIEW

The organization and its members have continued to persevere through the many speed bumps and detours that the COVID-19 pandemic set in front of us. Everyone continued the drive for efficiency, transparency and integrity while finding ways to uphold the laws AND inspire compassion and understanding for those we all serve.

Massage therapists collectively work to provide a way for so many to heal. In order for those healers to practice, FSMTB and its members must work together to ensure each step of the licensing process is available. Services provided by the Federation have addressed each part of that process while working to set standards and recognize best practices. We continue to be stronger together. And the next 15 years have a strong foundation upon which to build.

I believe this year has given us a great example of what we may need to address and/or change regarding education, teaching methods, and regulatory guidelines. Increasing our awareness, having the difficult discussions, continuing to communicate in different ways, and setting examples for best practices and standards for the regulation of massage will serve us all well.

PERSEVERANCE

We are also nearing the end of our current strategic plan. The Board of Directors is in the process of evaluating, discussing, and creating priorities for the next few years. We understand that the road map has changed a bit; that 2020 dealt each of us, the nation, and the world, obstacles we may not have been prepared to overcome. But as a resident of a state frequented by hurricanes and natural disasters, I have been humbled by the power of the storms that push us down ... and inspired by the people around us who sacrifice to pull us up. I continue to be humbled by those of you who have survived this year with strength and grace, and I am inspired by those of you who have persevered – not just for yourselves, but for those you serve.

Over the next few months the Board of Directors will evaluate our place on the map and envision the right path and the right tools and resources to deal with any future obstacles. We have all learned a valuable lesson. Plan for anything. Be prepared for everything.

Believe in each other, and fill the world with compassion and mindfulness. Our future is what we make it!



In Service,
Charlene "Charlie" Russell

The background of the slide is a solid orange color. At the top, there is a repeating pattern of stylized hands in a lighter shade of orange, arranged in two rows. The hands are open and facing downwards.

15-Year Anniversary

Milestones • Past Presidents • Special Thanks

ANNIVERSARY MESSAGE FROM THE 2020 PRESIDENT

As soon as the annual meeting ends each year, delegates and volunteers travel home to continue work in their home states.

The Board of Directors and staff of FSMTB immediately begin preparing for the year to come, electing officers, gathering feedback from attendees, appointing committees, and planning the next Annual Meeting.

We intended to celebrate our 15 year anniversary in 2020 by acknowledging the hard work and accomplishments that led to the exponential growth of an organization once housed in an Overland Park home basement, funded and fed by dreams of many who believed in a future filled with potential.

The Federation membership envisioned some enterprising and bold accomplishments – a future where standards would be created and agreed upon to ensure emerging professionals were competent to practice; where volunteers would provide expertise in subject matter areas and a rigorous review process to ensure a valid and psychometrically sound national licensure exam; where states would come together to face the obstacles affecting licensees in their jurisdictions while ensuring proper and adequate protection of the public; and a future where all entities and organizations with a mission and vision for the massage community would unite to create, support and

promote common standards and goals. We planned to rejoice with our members and supporters in the fact that we have experienced that “future” and are well on the path to accomplishing these lofty goals.

Nelson Mandela said, *“It always seems impossible until it’s done.”*

I would like to thank everyone, who over the last one and a half decades, has poured their hearts and souls into creating and supporting this strong, empowering organization of big dreamers and hard workers known as the Federation of State Massage Therapy Boards. At 15 years of age, the human body undergoes a metamorphosis of sorts. Supercharged growth and development. We should look at our mission and plan to move forward with similar growth and development. We are no longer a “new” organization. We must now enter the next phase of expanded growth and vision.



In Service,
Charlene "Charlie" Russell
President 2019-2020

FSMTB MILESTONES

Programs and
Services
2005-2020



ANNIVERSARY MESSAGES FROM PAST PRESIDENTS

FSMTB was formally conceived in May 2005, when a group of educators, regulators and association leaders came together to discuss the needs of our profession! That group had a united vision for the future of massage ... one of portability and/or reciprocity of licensure between the states and territories to create a more fluid and hospitable profession!

Over the past 15 years, FSMTB has put in place the framework to make that vision a reality! However, that alone is not enough! To truly achieve the goal of license mobility, the professional organizations, states and professionals must be united as well! As we near the end of 2020, where we have seen so much division, I call upon this profession to look past our differences of opinion and perspective and once and for all come together to finalize and implement practice act language that will allow our therapists the ease of movement between states that our future necessitates!

Congratulations FSMTB on 15 years of hard work, dedication and commitment to massage! I truly look forward to seeing what we can accomplish as a united profession over the next 15 years!

Patty Glenn

Founding President, 2006-2008

Happy 15th anniversary FSMTB! A huge Thank You to all that have served on the board of directors, task forces and committees in support of FSMTB and the state regulatory boards. I look forward to what the next 15 years will bring.

Kevin Snedden

President, 2009-2011

I am awestruck at the progress made by FSMTB.

What started as wishful thinking, hopeful dreams, and spirited visions has now become the new reality for the massage profession. I am so proud and truly grateful for the FSMTB leadership team, all member state boards and staff for their passion to unite and create the much needed resources to assist state boards to better serve their communities.

Kathy Jensen

President, 2012

ANNIVERSARY MESSAGES FROM PAST PRESIDENTS

FSMTB, Debra, and staff! Fifteen years is quite an accomplishment on its own, not to mention all the programs, problems, and educational opportunities that have been initiated, or instigated LOL, on behalf of the State Boards. The MBLEx and all the associated guides and practice tests, as well as its constant security and updating questions, is an absolute marvel. Though you may leave the position of the President, the FSMTB, the people, the friendships, and the experiences are forever embedded within you.

Dennis Beye
President, 2014

The success of FSMTB is a testament that teamwork pays off. The partnership between the board of directors, the staff, and the valuable volunteers is driven by the core values of people, integrity, transparency, and accountability. Ideas have become reality with strong leadership and progressive thinking. Watching the growth and accomplishments of FSMTB in 15 short years is nothing less than astonishing. I'm proud to have served the FSMTB community and continue to volunteer for this dynamic organization.

Karen Armstrong
President, 2014-2016

I stand in awe when I contemplate the past fifteen years of services that the Federation of State Massage Therapy Boards has given to our Member Boards. I am so proud of the strong culture of organizational ethics and integrity that has piloted the organization to its unspoken philosophy of “doing the right thing because it’s the right thing to do.” It would be easy to attribute the Federation’s ongoing success to our long-standing history of strong leadership and generous volunteerism; however, we would we would be extremely remiss if we failed to acknowledge the dedication and expertise of Dr. Debra Persinger and her extraordinary staff that brilliantly direct the day-to-day operations of the organization, while continuously fostering a caring and supportive community for everyone associated with FSMTB.

Ed Bolden
President, 2017-2018

SPECIAL THANKS

The FSMTB is deeply and profoundly grateful to work with an outstanding group of professionals who have provided dedicated volunteer service to the regulatory community for 15 years. From the initial development of the Massage & Bodywork Licensing Examination through to the present day, the psychometric defensibility of the examination is due in large part to the expertise, care, and dedication of the following members of the examination development committee.

Thank
you

» Su Bibik – *Michigan*

» Laurie Craig – *Georgia*

» Maria Leonard – *Minnesota*

» Jeff Mahadeen – *New Hampshire*

» Charlotte Phillips – *Vermont*

» Jill Sanders – *Oregon*

» Elan Schacter – *North Carolina*

» Cherie Sohnen-Moe – *Arizona*

We value their experience and proficiency in ensuring the exceptional quality of the national licensing examination and we are so fortunate to have them as valued members of the Federation family.



Finance

JULY 1, 2019 – JUNE 30, 2020

REPORT FROM THE TREASURER

Thank you to the members of the finance committee. We appreciate your service and skills to help the Federation with fiscal accountability to our members. The committee convened early in 2020 to meet with the auditors, accountants and investment advisors and to work on the budget for the 2020-2021 fiscal year.

SNAPSHOT OF THE 2019-2020 FISCAL YEAR

We had approximately a \$2.5 million projected budget deficit for the year and I am happy to report that it did not come to fruition, primarily due to a reduction in legal fees and travel. We had a \$63,000 surplus, resulting in \$2.56 million more than expected. We typically project the budget lower on the side of revenue and higher on the side expenses and we worked closely with the finance committee to get as close to actual projections as possible for this current fiscal year. However, the financial ramifications of the COVID-19 pandemic sent every expectation awry.

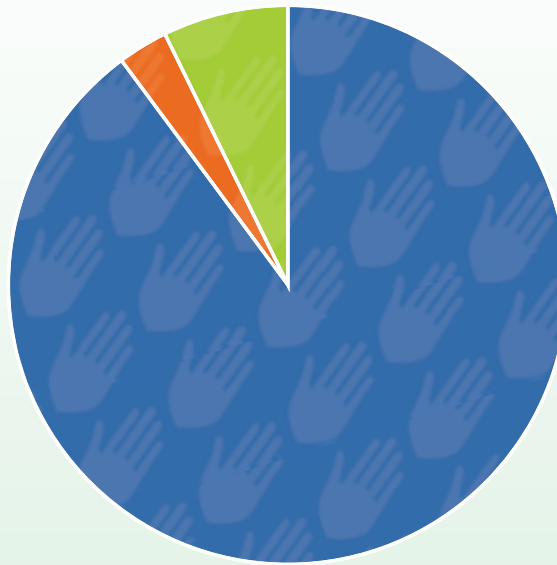
FSMTB successfully secured a federal government loan of approximately \$176,000 in response to the global pandemic. This offset the lack of revenue when testing was shut down across the nation. Though our income was significantly less than anticipated, an even greater reduction in expenses resulted in a small, though welcome surplus.

- » **TOTAL ASSETS:** \$14.0 million
(cash and investments)
- » **INCOME:** \$4.16 million
(fees and dues)
- » **EXPENSES:** \$4.01 million *(exam, general operating, professional fees, travel)*
- » **SURPLUS:** \$63,000
- » **BUDGET:** \$2.5 million (loss/negative)
- » **ACTUAL:** \$2.56 million more than expected

**Approximate/Unaudited*

REVENUE

Our actual revenue was less than the projected revenue that was budgeted for the fiscal year. From the ratio of revenue, exam fees account for 90% of our revenue that gets disbursed among all FSMTB services for our members.



Revenue*

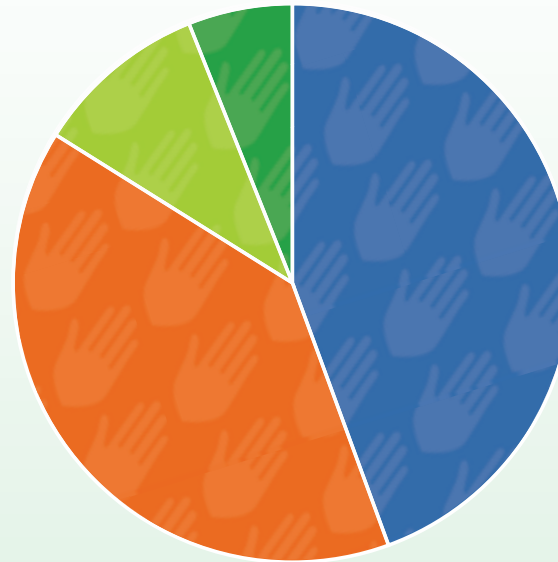
JULY 1, 2019 - JUNE 30, 2020

- Exam (\$3,492,000)
- Membership (\$98,700)
- Investment (\$284,800)

**Approximate/Unaudited*

EXPENSES

The total expenditures for the year were less than the projected expenses that were budgeted. Our exam fees account for 45% of our expenses, professional fees dropped from 18% last year to 10% this year, primarily due to reduced litigation costs; general operating expenses increased from 27% last year to 39%, primarily due to bringing exam processing services in-house; and travel increased by a percent to 6%.



Expenses*

JULY 1, 2019 - JUNE 30, 2020

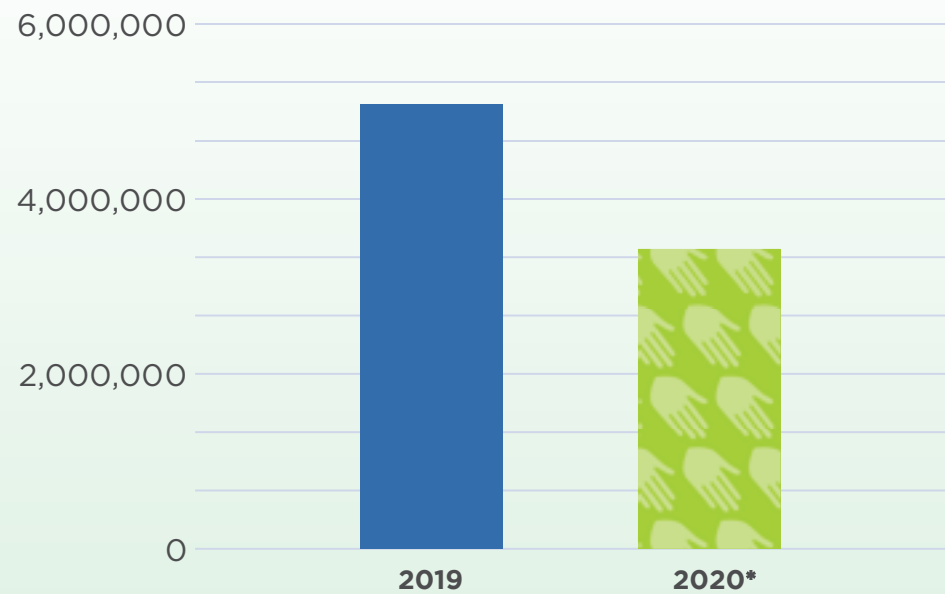
- Exam (\$1,826,000)
- General Operating (\$1,603,000)
- Professional Fees (\$421,000)
- Travel (\$284,000)

**Approximate/Unaudited*

REVENUE

The bulk of our revenue comes from exam fees. The following chart shows a comparison of 2020 revenue with the prior year. We saw a significant dip in 2020 due to national test centers being shut down in response to the COVID-19 pandemic.

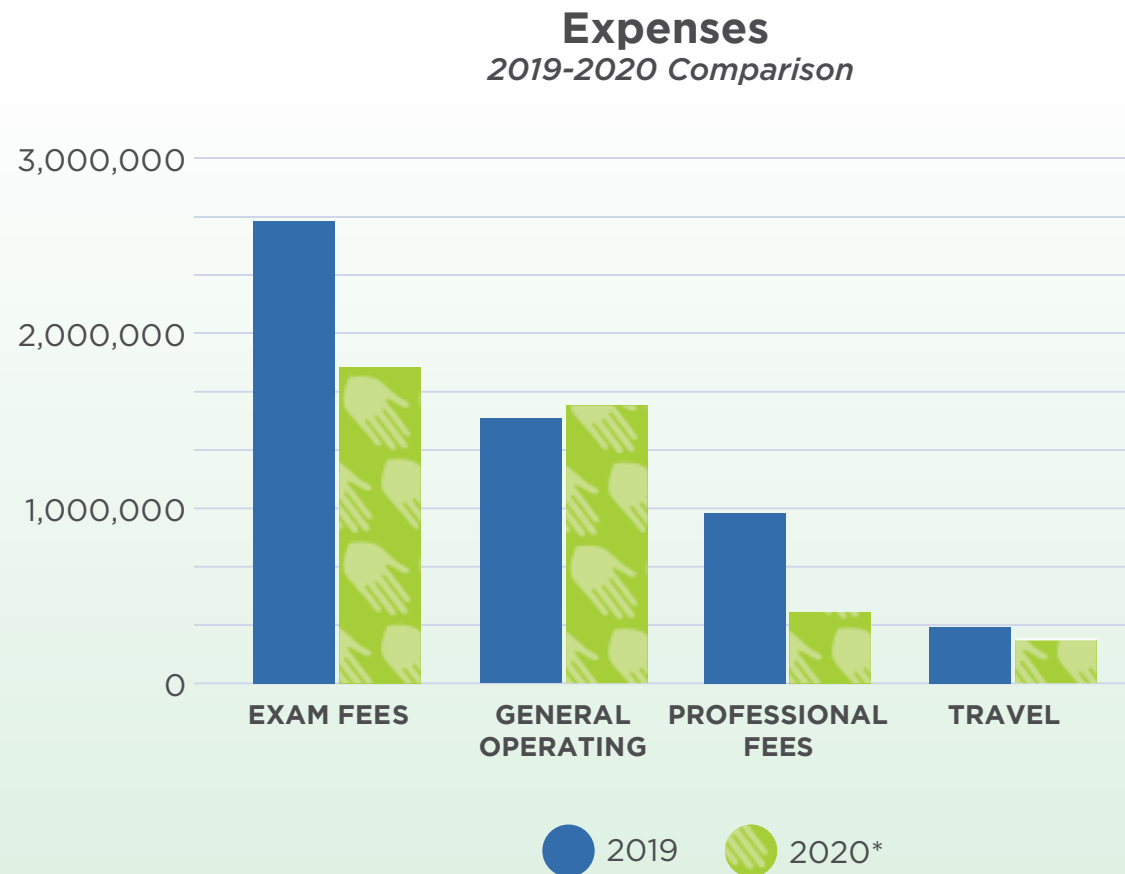
Exam Revenue
2019-2020 Comparison



**Approximate/Unaudited*

EXPENSES

Looking at this year's expenditures compared to last year, while the exam fees went down in parallel with lower candidate volume, we worked hard to control costs where we could. The bulk of the reduction in expenses from last year to this year is due to professional legal fees when we were in active litigation.



**Approximate/Unaudited*



INVESTMENTS

Financial reserves are needed, not only for organizational health but also to protect the integrity of the licensing exam and the licensure process. We allocated some reserve funds to support the transition of some administrative functions in house. At the beginning of the fiscal year we had \$10.4 million and as of the end of our fiscal year we were sitting at \$10.7 million in reserves.

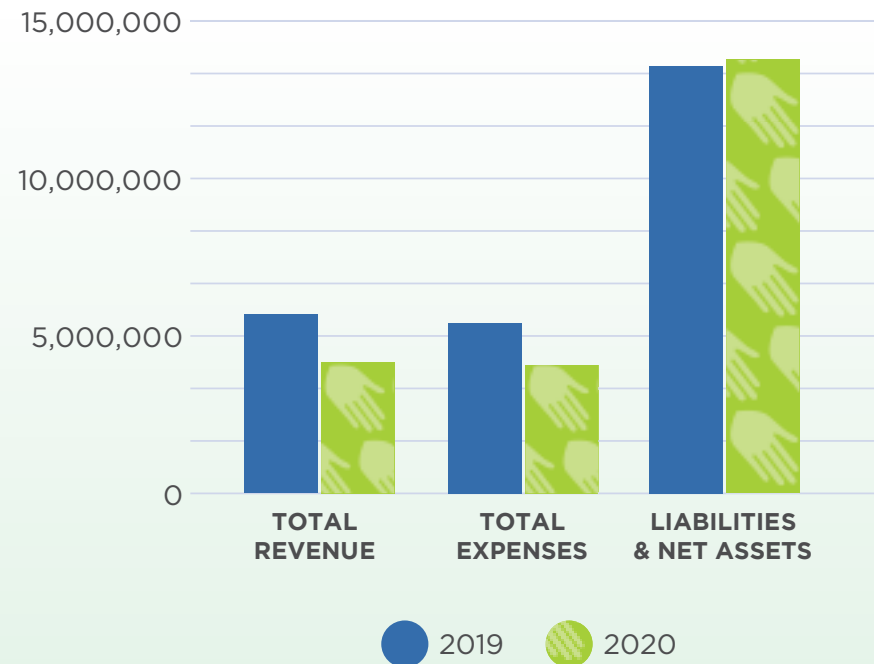
AUDIT

Auditors reviewed the financial status of the organization and assess the following essential elements:

- » Examination of amounts and disclosures in financial statements
- » Evaluation of appropriateness of accounting policies
- » Reasonableness of significant accounting estimates made by management
- » Evaluation of overall presentation of the financial statements



Total
Year Ending 2019-2020 Comparison



**Approximate/Unaudited*

An audit report was conducted for the prior fiscal year. It was presented to the finance committee and the board of directors in February. It was a very good audit report with no significant findings.

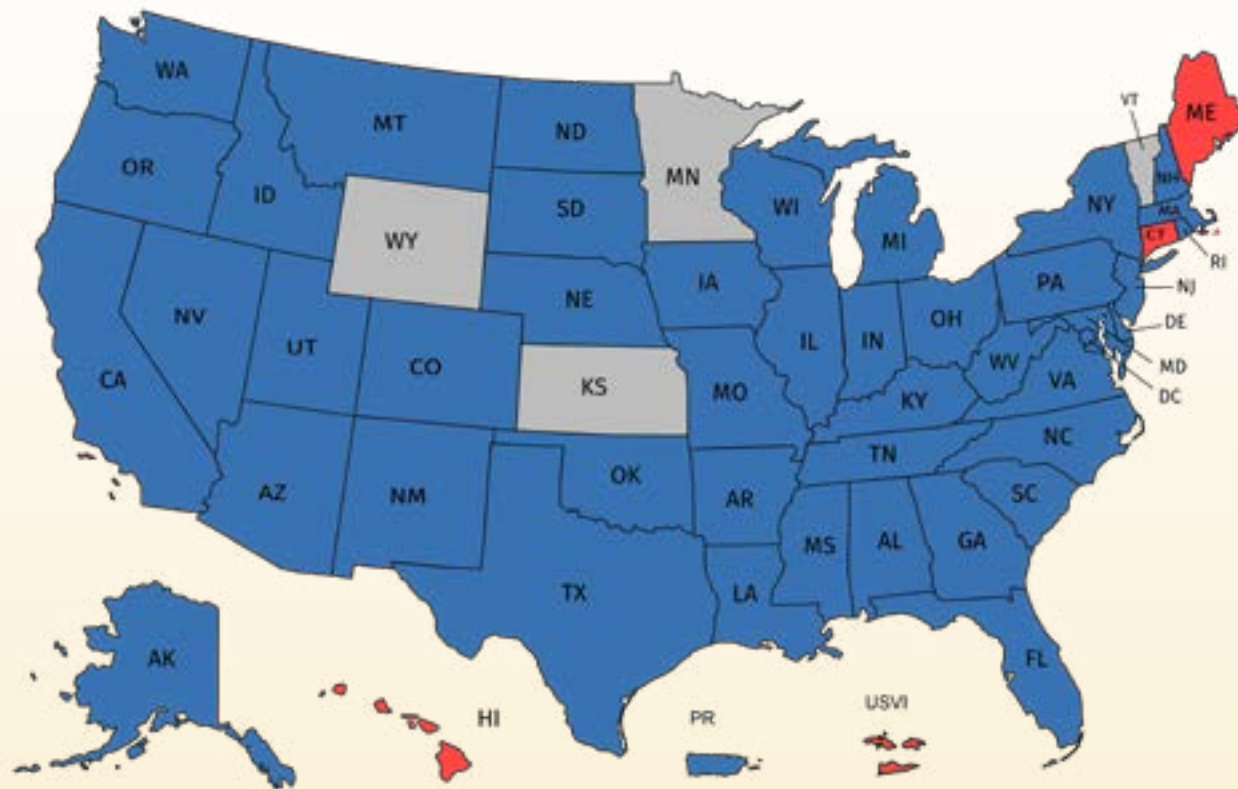
Although the Federation has weathered a challenging year financially, we remain diligent with spending your money and take our fiscal responsibility very seriously.



Member Services

MBLEx • Continuing Education • Communication •
MTLD • Meetings

FSMTB MEMBERSHIP

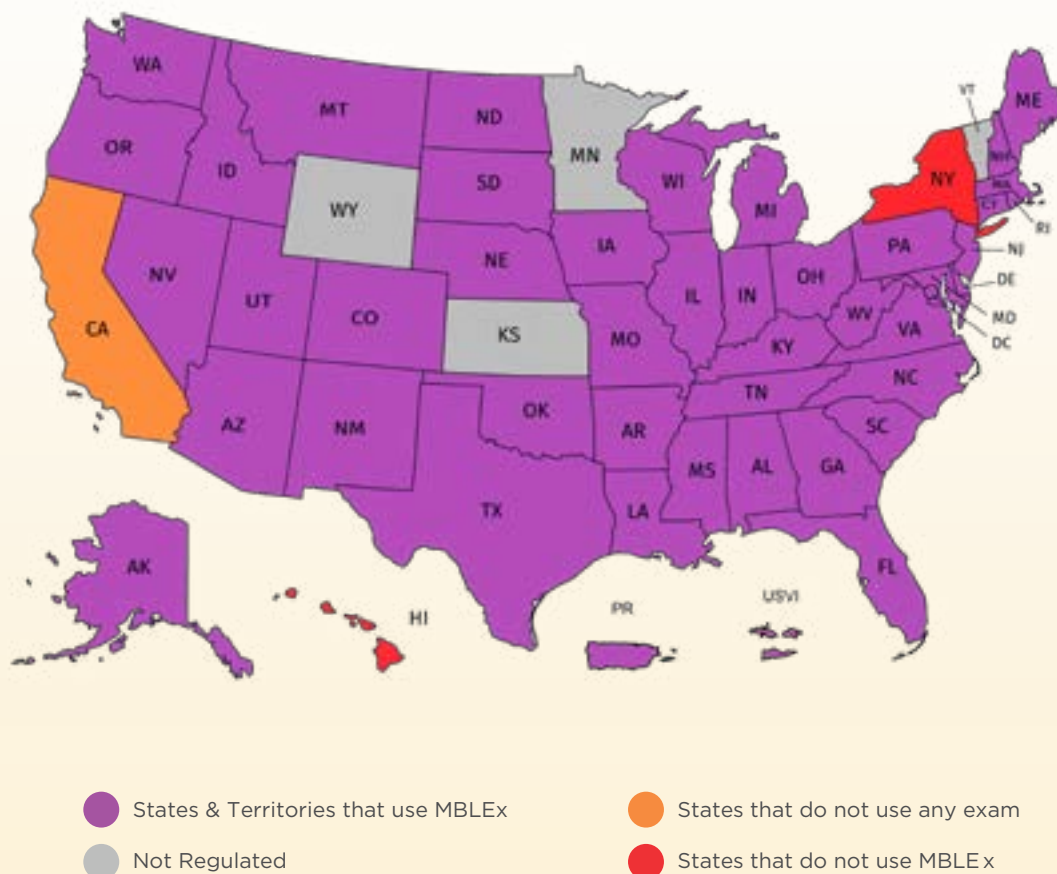


FSMTB Membership by State

- Not Regulated
- Non-Members
- FSMTB Members

MASSAGE & BODYWORK LICENSING EXAMINATION (MBLEx)

The Massage & Bodywork Licensing Examination, more commonly known by its acronym as the MBLEx, is our flagship program. Envisioned long before it came to be, this entry level licensing exam has become an integral part of the licensure process. Providing a valid and psychometrically sound exam to measure the competency of emerging professionals has been made possible by many long hours of item writing, reviews, and security measures. The MBLEx has become a remarkable tool for our member boards, as well as a respected product in the testing community. Collaboration between FSMTB, member boards and law enforcement agencies provides a network of resources to protect both the exam and the licensing process.

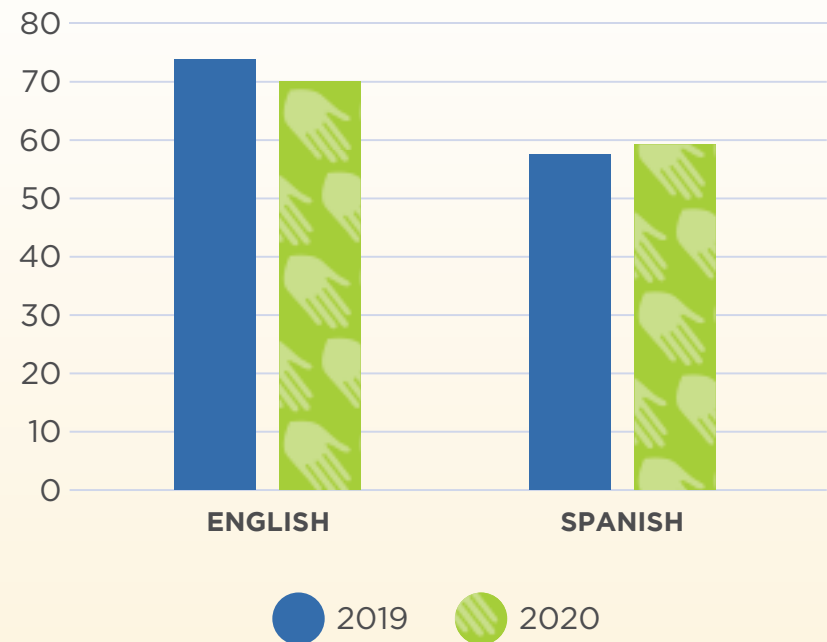


MBLEx PERFORMANCE DATA

The COVID-19 pandemic impacted MBLEx administrations in a significant way. The Pearson VUE testing centers closed at the end of March, zero examinations were administered, and as of October 2020, testing is not yet operating at full capacity.

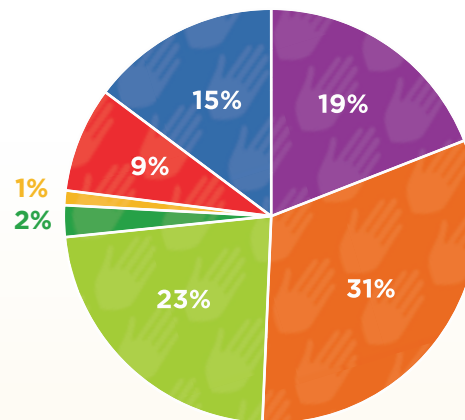
It is helpful to consider examination performance of candidates taking the examination for the first time. Given that the pass rate for the MBLEx taken in Spanish is lower than the pass rate for those who take the exam in English, if performance in both languages is merged, the pass rate would be lowered. Similarly, by extracting test takers who repeatedly fail the examination, regardless of examination language, it also prevents a negative distortion in the overall pass rate.

MBLEx Pass Rate %
First Exam Attempt



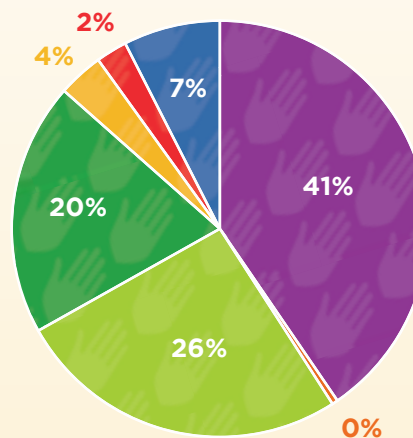
MBLEx TESTING ACCOMMODATIONS

The FSMTB complies with federal laws regarding the Americans with Disabilities Act and will accept requests, from qualified candidates with a diagnosed disability, for accommodations to take the MBLEx if the request is reasonable, properly documented and does not fundamentally alter the examination or jeopardize exam security. This year, FSMTB supported 276 testing accommodation candidates.



Nature of Disability

- ADHD
- LD / Dyslexia
- Blindness / Visual
- Deafness / HH
- Depression
- Anxiety Disorders
- Other



Types of Accommodations

- Extra Time and Reader/Scribe
- Reader or Scribe
- Extra Time and Private Room
- Extra Time only
- Zoom Text Magnification Software
- JAWS Text-to-Speech Software
- Other

MBLEx CANDIDATE HANDBOOK

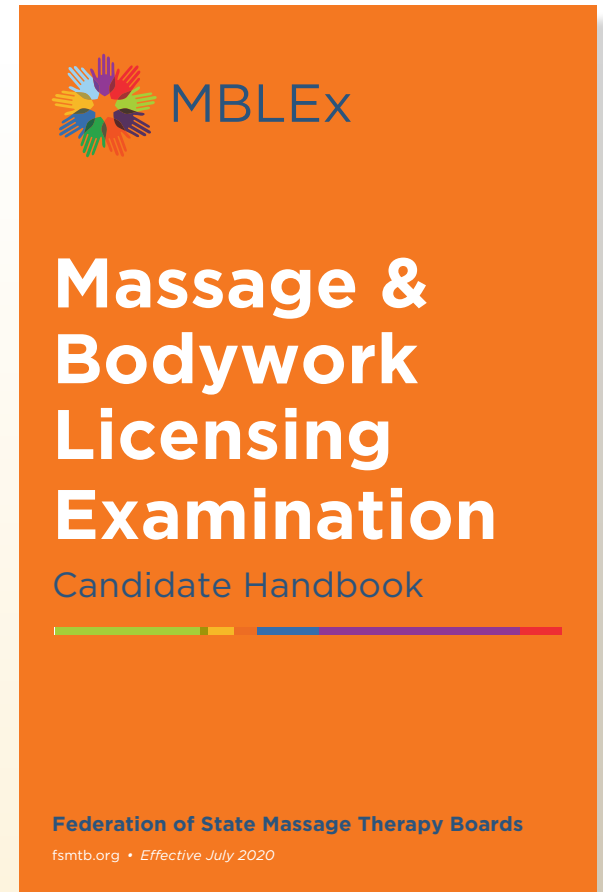
The most recent edition of the MBLEx Candidate Handbook was published on July 1, 2020. FSMTB chose to forgo printing the Handbook this year. The Handbook is available electronically at fsmtb.org.

MBLEx FEE INCREASE

It was announced in April of 2019 that the Federation of State Massage Therapy Boards (FSMTB) was increasing the Massage & Bodywork Licensing Examination (MBLEx) fee from \$195 to \$265 beginning April 1, 2020. This fee increase, the first in 13 years, was subsequently delayed until October 1, 2020.

The MBLEx fee covers application processing, education verification, 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, all at no cost to the candidate.

The 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.



STUDY RESOURCES

For candidates applying to take the MBLEx, study resources are available through FSMTB. The Federation introduced the MBLEx Check, an online readiness assessment for candidates. This practice exam is designed to simulate the MBLEx experience, allowing candidates an opportunity to prepare for the exam and determine which areas of content need their additional focus.



The Practice Exam is Here — the MBLEx Check!



The MBLEx Check
is designed to simulate
the MBLEx experience



110 minutes
to complete 100
multiple choice questions



Results broken down
into content areas for
focused studying



The MBLEx Check
is available through FSMTB's
Regulatory Education and
Competence Hub (REACH)
at reach4ce.org.

Questions about the MBLEx Check? Send us an email at info@fsmtb.org



FSMTB
FEDERATION OF STATE
MASSAGE THERAPY BOARDS

FSMTB SCHOOL SUPPORT

The FSMTB School Support team assists massage therapy training programs, administrators and faculty in support of their students' successes as they move towards becoming licensed massage therapists.

EDUCATION VERIFICATION CENTER (EVC)

FSMTB streamlined the education verification process for state-approved massage therapy training programs. The former Education Record Center (ERC) has been replaced by the Education Verification Center (EVC). The new technology provides a simplified and efficient process for schools when verifying a student's training and education.

One thousand four state-approved massage therapy training programs are registered with the EVC.

SCHOOL OUTREACH

FSMTB hosted school information sessions in Oklahoma and South Dakota, in conjunction with their state massage therapy board meetings. The School Support team also participated in the American Massage Therapy Association's annual school summit.

Due to the COVID-19 pandemic, many massage therapy school meetings and conferences were cancelled. The School Support team continues to participate in conference calls and virtual meetings in support of state-approved massage therapy training programs and the massage therapy regulatory boards.

CONTINUING EDUCATION

CE 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 (CE) courses across the country for use by state boards and agencies participating in MTLD to verify continuing education requirements for license renewal. After completion of a pilot testing phase, the CE Registry program launched this year, in support of the FSMTB mission of facilitating professional mobility and simplifying and standardizing the licensing and renewal processes. Multiple presentations have been conducted at industry events and 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 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 unscrupulous CE providers.
5. Identifying and making transparent the providers that are not compliant with the standards established by the FSMTB membership.

Since launching in May 2020, CE Registry has had 440 roster uploads with survey feedback of over 90% indicating course satisfaction and compliance.

FSMTB continues to see growth of the license renewal verification services as the following states currently have regulatory language to accept courses from FSMTB. State regulatory boards determine if continuing education hours recorded in MTLD meet their requirements for license renewal.

Alabama	Michigan	Oregon
Alaska	Missouri	Rhode Island
Arkansas	Montana	South Carolina (<i>REACH only</i>)
Connecticut	Nebraska	South Dakota
District of Columbia	Nevada	Tennessee
Idaho	New Hampshire	Virginia
Iowa	New Jersey	Washington
Kentucky	New Mexico	West Virginia
Maryland	Oklahoma	Wisconsin

REGULATORY EDUCATION AND COMPETENCE HUB (REACH)

This year, the FSMTB launched the Regulatory Education and Competence Hub (REACH) which offers online CE courses sponsored by massage regulatory boards. Courses focus on regulatory education with topics such as ethics, laws, boundaries, scope of practice and cultural competence. Courses in REACH can be taken online at any time, and course completion information is recorded in the Massage Therapy Licensing Database (MTLD) for participating state boards to access. All continuing education courses offered through REACH meet FSMTB Continuing Education Standards. Current courses available for utilization by all of our member boards on REACH at [REACH4CE.org](https://reach4ce.org) include Client Assessment and Documentation; Cultural Competence: Bias; Cultural Competence: Prejudice, Racism and Discrimination; Cultural Competence: Sex, Gender, Gender Identity, and Sexual Orientation; Human Trafficking; and Intake Communication. MBLEx Check, an online readiness assessment for candidates preparing to take the Massage & Bodywork Licensing Examination is also available through REACH.



At FSMTB, we believe that we must be intentional and proactive in supporting each other and in facilitating change. We acknowledge our responsibility to provide community, advocacy, education and action; to be part of the solution. We are committed to doing our part. And we pledge to continue to develop meaningful ways to use our platform and resources to educate, to fight injustice and to support all those at the forefront of communities where people are hurting and in need of healing.

Based on this vision, FSMTB offered the Cultural Competence: Prejudice, Racism and Discrimination course free of charge during the months of June and July. Over 600 massage and bodywork therapists, as well as members of the general public, registered for the free course during that time period with 93% responding that they would recommend the course to others.

GOVERNMENT RELATIONS

As part of the value of membership in the Federation, the FSMTB tracks proposed regulations that could affect its membership and supports its members with research and language recommendations. Members can request information on a variety of topics including assistance with adopting language from the Model Massage Therapy Practice Act. In the past year, the FSMTB attended 20 state board meetings to make presentations or answer questions about member programs and services. We corresponded with decision makers and state committees on matters of concern to the membership. This resulted in every state Governor, including the US Virgin Islands, Puerto Rico and the Mayor of Washington DC, being contacted by the FSMTB at some point during the year.

In the past year, FSMTB tracked 373 pieces of legislation related to massage and bodywork therapy. Aside from the emergency orders for the pandemic, the majority of these bills were concerning human trafficking. It is encouraging to note that some of them were associated with new practice act language that would bring state licensure to the states that do not currently have it. The rest were a collection of bills spanning from new continuing education requirements to fee increases.

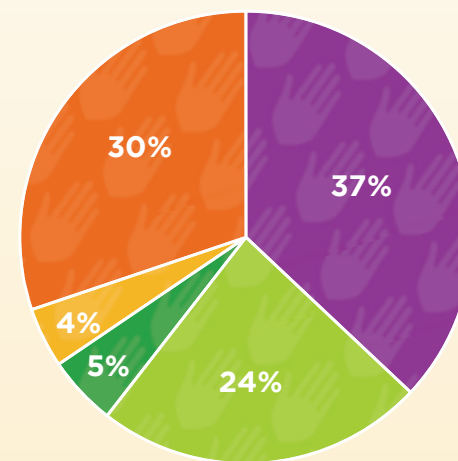
A wave of occupational regulatory bills that were focused on easing state licensing requirements in the interest of portability were identified. Some of these bills were beneficial to the portability of massage licensees, while some created challenges for our members.

Since the beginning of the 2020 emergency, COVID-19 regulations have taken a front seat to a number of other bills this legislative session. A few of these bills made it through the lawmaking process while others will be reintroduced in the next legislative session.

The FSMTB commends its members and their commitment to public protection and the massage therapy profession, by recognizing the effort they put forth to make emergency decisions and continue operations during these unprecedented times.

2019-2020 Bill Categories

- Emergency Orders
- Other
- Human Trafficking
- Technical Adjustments
- New Massage Practice Acts



MASSAGE THERAPY LICENSING DATABASE

The Massage Therapy Licensing Database (MTLD) was created at the request of state regulators and initiated unanimously by the 2007 Annual Delegate Assembly. Our members believed in the vision and benefits it offered the massage and bodywork profession.

After immeasurable hours of volunteerism and technical work, FSMTB has created a product that will serve our members while providing information security and efficient access to assist the state boards in addressing fraud, portability and a consistent licensure process. This tool is free to our members and can change the future of massage regulation. It is designed to provide a comprehensive view of therapists regulated in the United States, to facilitate the role of public protection among state licensing board and agencies, and to support license portability.

State regulatory administrative staff were searching multiple websites for the current license status of applicants in order to verify and validate the information and documentation submitted during the license application and renewal processes. The MTLD provides a complete therapist profile including affiliated addresses, names and aliases, photograph, education, exam performance and license renewal and license status. With the MTLD, staff can look up a therapist record and verify information for the licensing process quickly and securely.

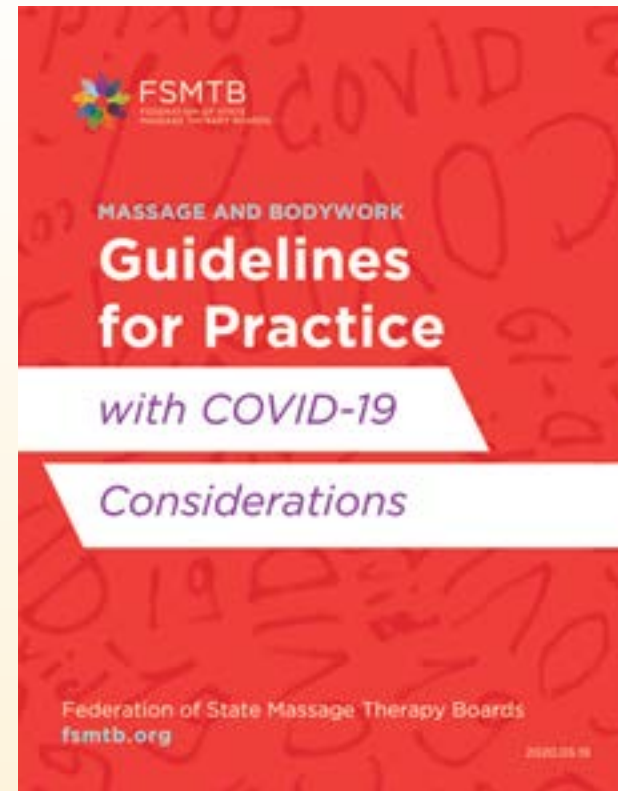
The MTLD is also designed to be mobile so that state inspectors can be present in an establishment and pull up the license information for licensees in real time. The MTLD, with its comprehensive view of therapist information, is one of the best tools to use against fraud in the licensing process.

The commitment of members to using this tool, requesting information, and evaluating the process to participate is gratifying. These efforts add to the value of membership in the FSMTB as together, regulators have a better chance at reducing the amount of fraud in the licensing process by sharing information, ideas and solutions. Success in combatting this problem will depend on the degree of collaboration and level of sustained commitment to populating the MTLD and will assist in reducing the prevalence and impact of this problem over the long term.



MASSAGE AND BODYWORK GUIDELINES FOR PRACTICE WITH COVID-19 CONSIDERATIONS

The Massage and Bodywork Guidelines for Practice with COVID-19 Considerations were created at the request of FSMTB Member Boards for use in conjunction with the regulatory structures in each jurisdiction. The publication contains recommendations and guidelines for massage and bodywork practitioners to mitigate the spread of COVID-19. The intent of the Guidelines is to provide a resource to FSMTB Member Boards and Agencies, massage and bodywork professionals, and massage school staff in order to support public protection. The members of the Task Force worked diligently to research and prepare the Practice Guidelines and to share best practices for massage and bodywork practitioners during the global COVID-19 pandemic. The FSMTB is profoundly grateful for their subject matter expertise and their service.



MEETINGS

MASSAGE BOARD EXECUTIVE MEETINGS

Due to the pandemic, the regularly scheduled Spring Massage Board Executive (MBE) Summit was cancelled. In an effort to continue to facilitate communication between our executive directors, the FSMTB hosted a series of virtual MBE Town Hall meetings. These monthly town halls have been well attended by Executive Directors from our member boards across the country. The group discussed pandemic responses, rule changes and engaged in ongoing information exchanges.

ANNUAL MEETING

The FSMTB Board of Directors made the difficult decision to cancel the in-person annual meeting scheduled October 15-17, 2020, in Chicago, Illinois. The official business of the Federation is conducted at the annual meeting and in consultation with legal counsel, the Board determined that only the essential business of elections would be conducted virtually. All other typical programming such as educational sessions, bylaws amendments and resolutions are not scheduled to occur in 2020.

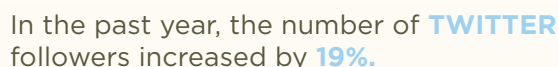
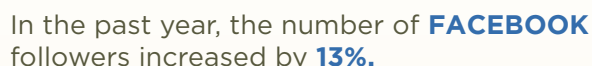
EDUCATION

The virtual educational session, *Sexual misconduct allegations within massage therapy: An informed approach to protect both clients and practitioners* was open to all board members, board/agency staff, investigators and legal counsel of FSMTB member boards. The participants in the session represented twenty-three different jurisdictions.

INDUSTRY RELATIONS

Directors, staff and committee volunteers spent the year giving positive recognition for the regulatory community and fostering relationships with people who support the work that all of our members do in the arena of public protection. This year the usual hours on the road spent in airports, taxis, and meeting rooms were replaced with virtual meetings. We appreciated the same great smiles, fewer transportation costs, and even less packing. Despite the cancellation of conventions and forums normally presented by other national and regional organizations, the Federation of Associations of Regulatory Boards and the National Massage Coalition members continued to provide updates and resources in other formats.

This expansion, intended to decrease our financial expenses and amplify our core values, was due to move to the final phase in April 2020. Despite obstacles of battling the coronavirus, additional staff members were hired and all candidate application processing was permanently routed through our headquarters in April, as planned.



*You can also find
FSMTB on LinkedIn
at [linkedin.com/fsmtb](https://www.linkedin.com/company/fsmtb)
and [YouTube.com](https://www.youtube.com/channel/UC83333333333333333333)
(search FSMTB).*

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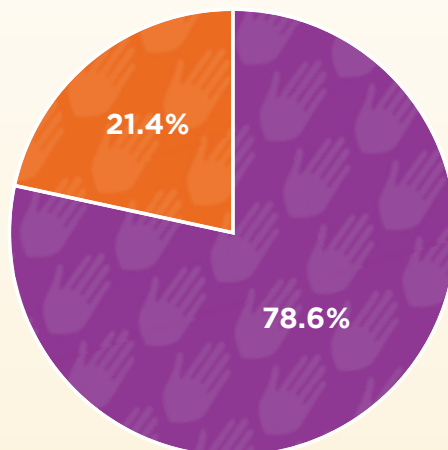
WEBSITE

The FSMTB website, fsmtb.org, is the primary online resource for individuals seeking information about FSMTB, the MBLEx, School Support, and Continuing Education. This past year, the number of products and services highlighted on the home page was expanded, making the site easier to navigate.

July 1, 2019 - June 30, 2020

- New Visitor
- Returning Visitor

During 2019-2020, the website hosted more than 160,730 users, an increase of 15% over the previous year. New users made up more than 78% of site visits this past year.





People

Volunteers • Board of Directors •
Volunteer Committees, Panels and Task Forces

VOLUNTEERS

Thank
you

As a federation that strives to carry out the directions of its member boards and agencies, FSMTB views its volunteers as its most important asset. Volunteers serve in a variety of capacities, such as on committees, as item writers for the Massage & Bodywork Licensing Examination (MBLE[®]) and on the board of directors. April is National Volunteer Month, and during that time, FSMTB sent a special thank you message to its volunteers and posted a special notice 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.

2020 FSMTB BOARD OF DIRECTORS

PRESIDENT

Charlene Russell

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

VICE PRESIDENT

Craig Knowles

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

TREASURER

David Cox

Secretary/Treasurer, Maryland State Board
of Massage Therapy Examiners
dcox@fsmtb.org

DIRECTOR

Robin Alexander

Louisiana Board of Massage Therapy (former)
ralexander@fsmtb.org

DIRECTOR

Victoria Drago

Florida Board of Massage Therapy
vdrago@fsmtb.org

DIRECTOR

Dianne Layden

North Carolina Board of Massage and
Bodywork Therapy (former)
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

EXECUTIVE DIRECTOR

Dr. Debra Persinger

dpersinger@fsmtb.org

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Adam Baritot (NY)	Ceena Owens (KS)
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Jamie Ehmer (WI)	Elan Schacter (NC)
Joe Frazer (MA)	Connie Shanks Knight (MS)
Lance Gilliland (AL)	Lori Vargas (IL)
Eric Hart (MT)	Casey White (VA)
Fallon Helm (SD)	Heidi Williams (WA)

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Lance Gilliland (AL)
Barbara Lis (IN)
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Jan Shaw (SC)

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Su Bibik (MI)	Bethann Olsavsky (IL)
Ed Bolden (TN)	Ceena Owens (KS)
Vickie Branch (NH)	Charlotte Phillips (VT)
Fran Candelaria (IN)	Drew Riffe (TX)
Laurie Craig (GA)	Brenda Ruiz (PR)
Alexander (Sasha) Dale (CA)	Susan Salvo (LA)
Rosendo Galvez (IL)	Jill Sanders (OR)
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Maria Leonard (MN)	Cherie Sohnen-Moe (AZ)
Bethany Lowrie (PA)	Tracy Sullivan (CT)
Jeff Mahadeen (NH)	Charles Watson (KY)

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Christopher Brooks (FL)
Lance Gilliland (AL)
Fallon Helm (SD)
Tamara Leach (MT)

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Chair: Caroline Fox Guerin (TX)

Sandy Anderson (NV)

Ed Bolden (TN)

Michael Eayrs (MT)

Lance Gilliland (AL)

Gwenda Harrison (MD)

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Treasurer: David Cox (MD)

Sandy Anderson (NV)

Micheal Black (UT)

Ed Bolden (TN)

Keith Warren (AL)

GUIDELINES FOR PRACTICE WITH COVID-19 CONSIDERATIONS

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Karen Armstrong (MI)

Ed Bolden (TN)

Becca Kaufman (PA)

Susan Salvo (LA)

Eric Stephenson (CO)

Deirdre Strunk (NV)

Ruth Werner (OR)

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Chair: Becca Kaufman (PA)

Karen Armstrong (MI)

Micheal Black (UT)

Karen Fink (OH)

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Joe Frazer (NH)

Lance Gilliland (AL)

Barbara Lis (IN)

Wendy McGinley (ND)

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Micheal Black (UT)

April Whiting (NV)

POLICY

Board Liaison: Dianne Layden (NC)

Chair: Sandy Anderson (NV)

Becca Kaufman (PA)

Jamie Corey (PA)

Linda Lyter (WV)

Kama Monroe (FL)

EXAMINATION ITEM WRITERS

Examination item writers play a vital role within our organization. Their support and selfless effort enables us to continue in our mission to assist state regulatory boards in ensuring that the practice of massage therapy is provided in communities safely and effectively. We truly appreciate their willingness to contribute to the MBLEx and the MBLEx Check: Online Readiness Assessment as well as the time they are willing to commit to item writing assignments. They are so appreciated and we thank them for the quality, expertise, and passion they bring in supporting FSMTB and contributing to the greater good of the profession.



Federation of State Massage Therapy Boards

7300 College Boulevard, Suite 650
Overland Park, KS 66210
www.fsmtb.org