



FSMTB

FEDERATION OF STATE  
MASSAGE THERAPY BOARDS



# Annual Report

October 2021



# 2021 PRESIDENT'S REPORT

## Dear Members,

As I reflected on my year as your president of this great organization, I was filled with a sense of optimism, despite it being a very difficult and demanding time. I want to thank my colleagues on the Board of Directors who have supported me in my leadership role, as we worked together to drive the mission of the Federation forward. Not only do these people have family and work obligations, they also work at the state board level and then show up, generously and enthusiastically to work on your behalf, at the national level.

We are fortunate to have a talented and dedicated staff who work every day to essentially bring our vision to life. These amazing people have also encountered COVID-19-related challenges such as illnesses and deaths in their own families, and they have counseled massage therapy students through a return to testing, after a nationwide shut down. They are loyally committed to our mission, and to the importance of public protection and they fully understand the value of regulation. They truly are a testament to teamwork in action.

So, surrounded and supported by great people, including you, the members of the Federation, what are some of the important items that the Federation has addressed this past year to support the states individually and collectively in fulfilling your responsibilities to the public?

## LICENSURE FRAUD

As a result of the COVID-19 pandemic, many state boards modified their educational requirements for online learning to accommodate COVID-19 safety protocols. Some unscrupulous business people found loopholes to exploit the modified requirements. Their interest is clearly not the unsuspecting student or the welfare of the public. The Federation has sponsored multiple opportunities for the regulatory community to connect and share information about the pitfalls and the propaganda being provided to students that actively promotes circumventing the regulatory process.

Examination fraud is where the Federation intersects with many of the organized crime schemes. The states that use the MBLEx, contribute an enormous amount of power and influence to stopping the fraud. The predictive analytics that stem from the MBLEx data is another remarkable tool that the Federation uses on your behalf not only to catch the fraud but to proactively prevent it. And so I challenge the few jurisdictions that have not yet embraced the MBLEx as the assessment for safe and competent entry-level massage practice, to fully consider the unintended consequences of diluting, if not unintentionally thwarting, the good work in the rest of the nation.

The Federation expends a significant amount of our financial resources on investigative and legal fees. We take our responsibility to you, and the public we all serve, very seriously. And we are grateful for the collaboration with our members, and other affiliated state agencies, that goes a long way to catching imposters in the regulatory process and shutting them down.

## CONTINUING PROFESSIONAL EDUCATION

In response to the directive from our membership, the Federation moved forward with investing significant resources to develop a Continuing Education Registry.

Based on a refreshingly different model of bringing CE Providers into compliance rather than a punitive structure (except in the case of egregious acts), the CE Registry serves the state boards by ensuring that CE Providers comply with the Standards developed by the massage regulatory community.

The consumers of CE, in this case the Licensed Massage Therapists, play a pivotal role in validating provider compliance in real time. Your citizens are empowered in the regulatory process! I am pleased to report that 27 states have already adopted CE Registry as an accepted educational avenue for license renewal.

Another service that the Federation is providing to the membership is the development of online courses, and the state boards can customize a course for disciplinary or remediation purposes. We are

grateful to the state board administrators as well as volunteers from the licensed professional community who support the content development of these courses. The need for credible, quality education is being fulfilled.

## IN SUMMARY...

I am so very proud of our massage and bodywork regulatory community. Despite having to work virtually, we continued to network and share information and resources, to continue the vital work of regulating the profession, and supporting the health and safety of the public we all serve.

Our tenacity, resilience, compassionate service, and commitment to our communities has been unwavering. I am a proud President. You should be equally as proud of yourselves. The Federation sincerely thanks you!



*David Cox, LMT*

**FSMTB President**

*Maryland State Board  
of Massage Therapy Examiners*

# 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.



# Finance

JULY 1, 2020 – JUNE 30, 2021

# 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 virtually in 2021 to meet with the auditors, accountants, and investment advisors, and to work on the budget for the 2021-2022 fiscal year.

## SNAPSHOT OF THE 2020-2021 FISCAL YEAR

We had a \$450,000 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 travel and the delayed increase in examination fees. In addition, due to a change from accrual to a modified cash basis of accounting, we had a \$2.9 million surplus, resulting in \$3.3 million more than expected.

The financial ramifications of the COVID-19 pandemic continued to send every expectation awry. Examination revenue was significantly reduced due to the ongoing shutdown of testing centers and inability to operate at full capacity. In addition, the April 1, 2020 examination fee increase was delayed by six months and all examination authorizations to test were extended by at least six months beyond typical expiration and forfeiture of fees. The third component to the perfect financial storm was the increase in expenses due to bringing examination application processing in house.

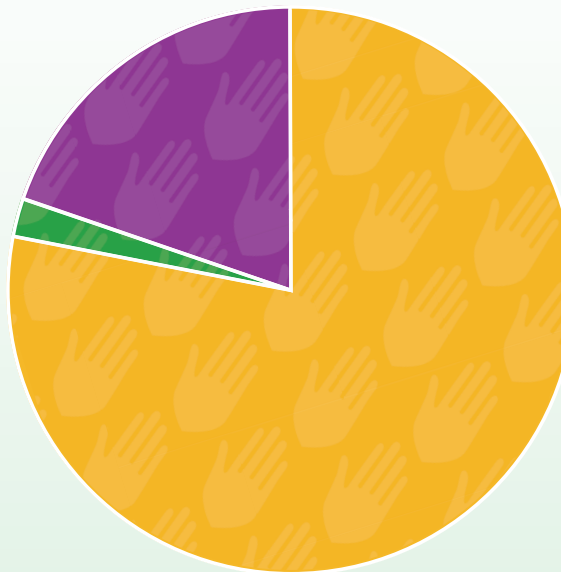
Some solid investment decisions and receipt of outstanding debts bolstered the financial picture during the latter part of the fiscal year, resulting in an overall surplus.

- » **TOTAL ASSETS:** \$16.9 million  
*(cash and investments)*
- » **INCOME:** \$6.5 million  
*(fees and dues)*
- » **EXPENSES:** \$3.6 million *(exam, general operating, professional fees, travel)*
- » **SURPLUS:** \$2.9 million
- » **BUDGET:** \$450,000 (loss/negative)
- » **ACTUAL:** \$3.3 million more than expected

**\*Approximate/Unaudited**

## INCOME

Our actual examination revenue was approximately \$500,000 more than the projected revenue that was budgeted for the fiscal year. From the ratio of revenue, exam fees account for 78% of our revenue that gets invested in all FSMTB services for our members.



### Revenue\*

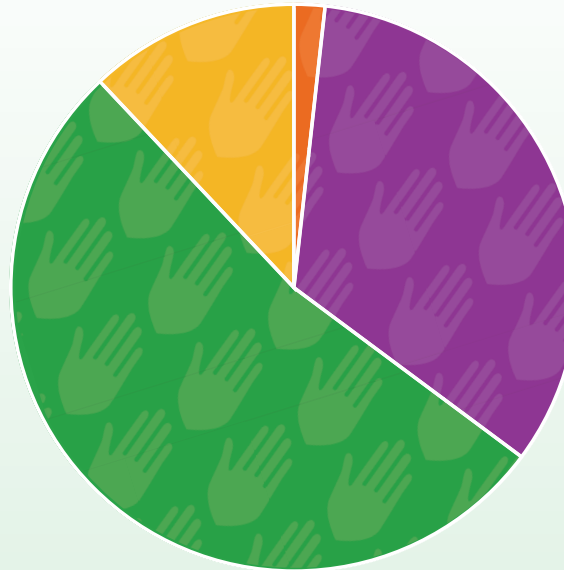
JULY 1, 2020 - JUNE 30, 2021

- Exam (\$5,077,958)
- Membership (\$104,782)
- Investment (\$1,316,287)

*\*Approximate/Unaudited*

## EXPENSES

The total expenditures for the year were less than the projected expenses that were budgeted. This is primarily due to our exam fees accounting for only 35% of our expenses, due to the temporary closing of testing centers. Professional fees remained about the same as last year at 12%; general operating expenses increased from 39% to 52% this year primarily due to bringing exam application processing services in-house; and travel dropped to almost 0%.



### Expenses\*

JULY 1, 2020 - JUNE 30, 2021

- Exam (\$1,255,675)
- General Operating (\$1,862,338)
- Professional Fees (\$428,031)
- Travel (\$15,423)

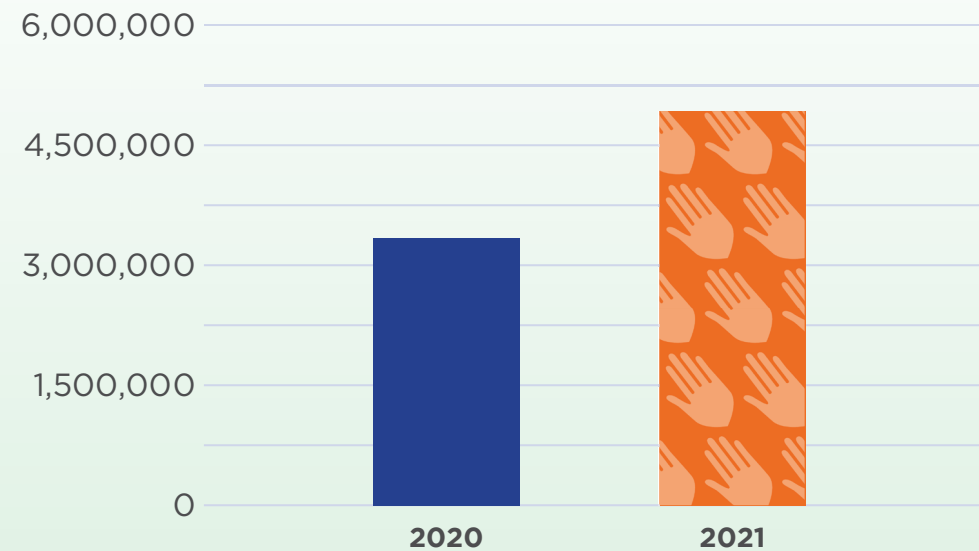
*\*Approximate/Unaudited*



## EXAM REVENUE

The bulk of our revenue comes from exam fees. The following chart shows a comparison of 2021 revenue compared with the prior year. We saw an increase in 2021 due to national test centers slowly reopening in response to the shifting conditions of the COVID-19 pandemic.

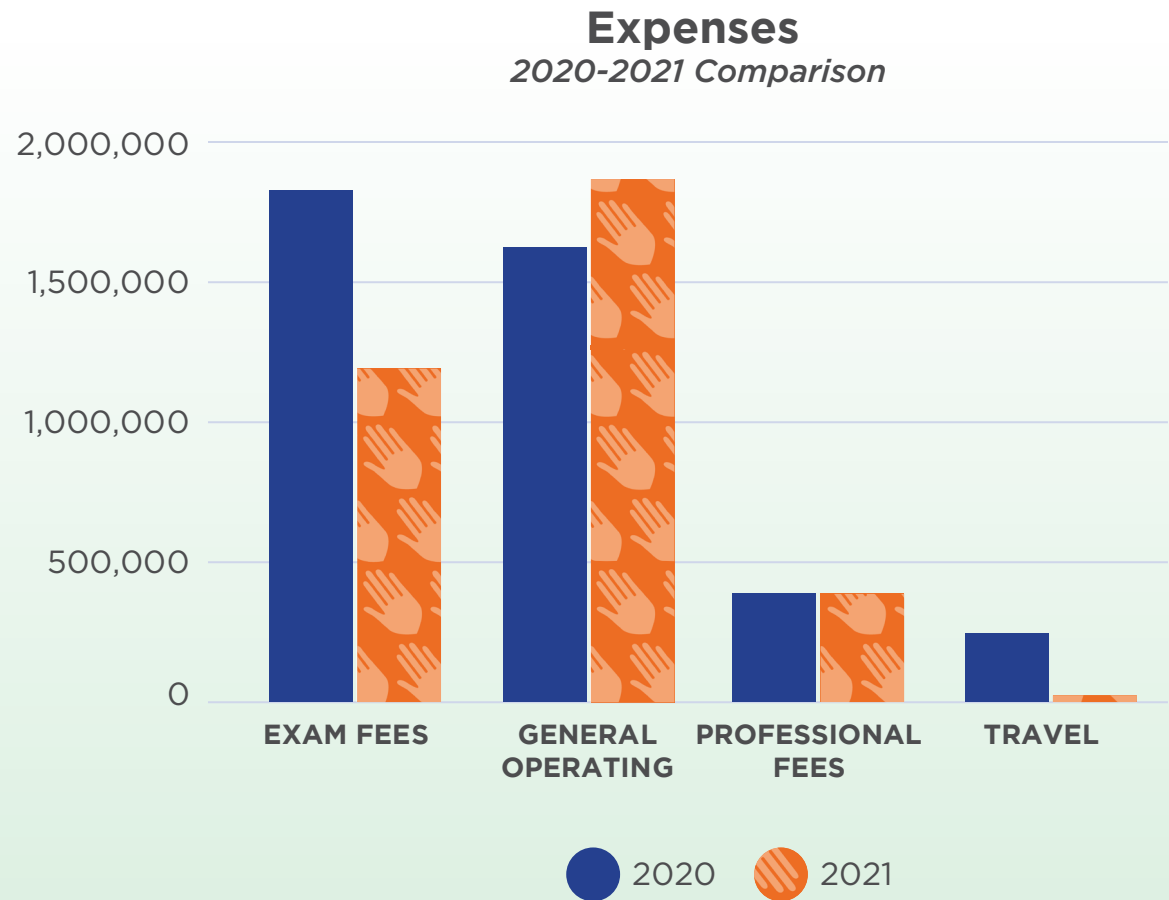
**Exam Revenue**  
*2020-2021 Comparison*



*\*Approximate/Unaudited*

## EXPENDITURES

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 additional reduction in expenses from last year to this year is due to the ongoing cancellation of meetings and affiliated travel expenses.



*\*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 \$10.7 million and as of the end of our fiscal year we were sitting at \$12.4 million in reserves.



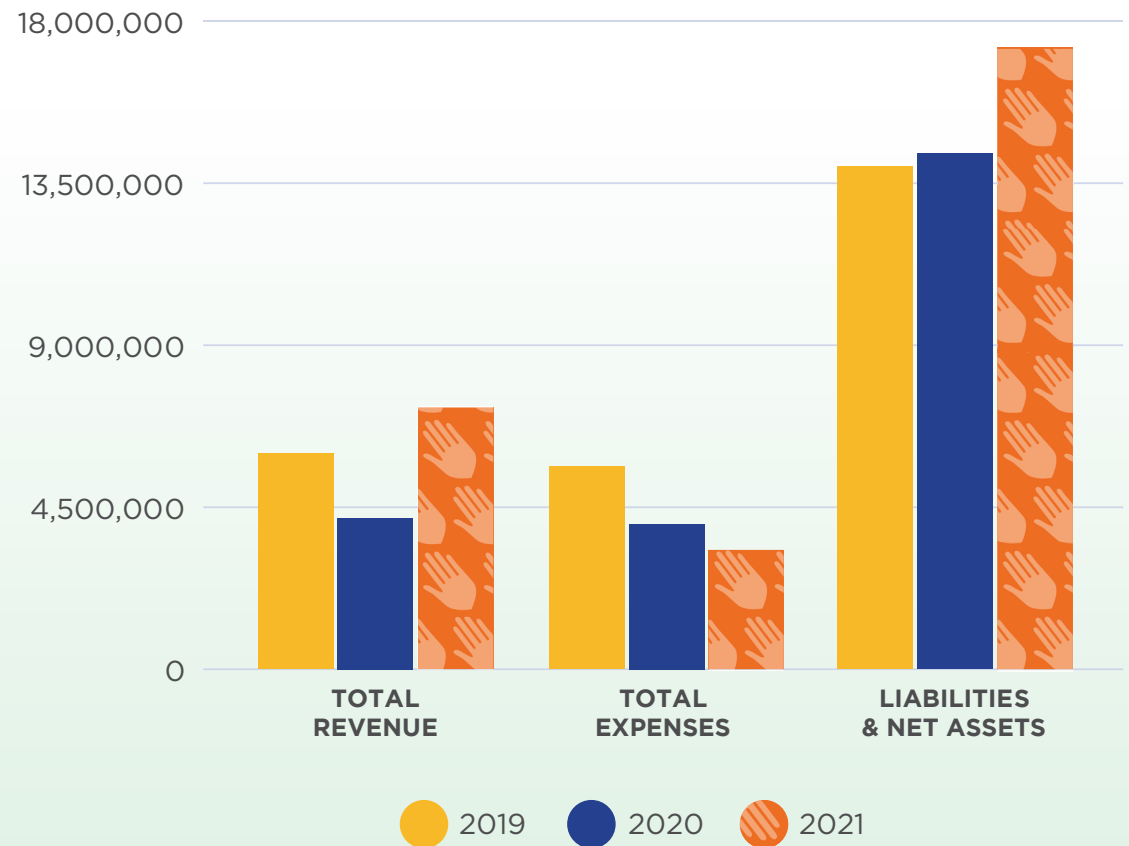
## AUDIT

Auditors reviewed the financial status of the organization and assessed 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

An audit report was conducted for the prior fiscal year. It was presented to the Finance Committee and the Board of Directors in February 2021. It was a very good audit report with no significant findings.

**Total**  
2019 - 2020 - 2021 Comparison



*\*Approximate/Unaudited*

Looking at this year's expenditures compared to the prior two years, it is clear to see the impact of the pandemic on revenue and expenses. The reduction in expenses continues into the current year with the cancellation of the bulk of major travel for the Annual Meeting and the Member Board Executive Summit, again due to the impact of pandemic conditions.

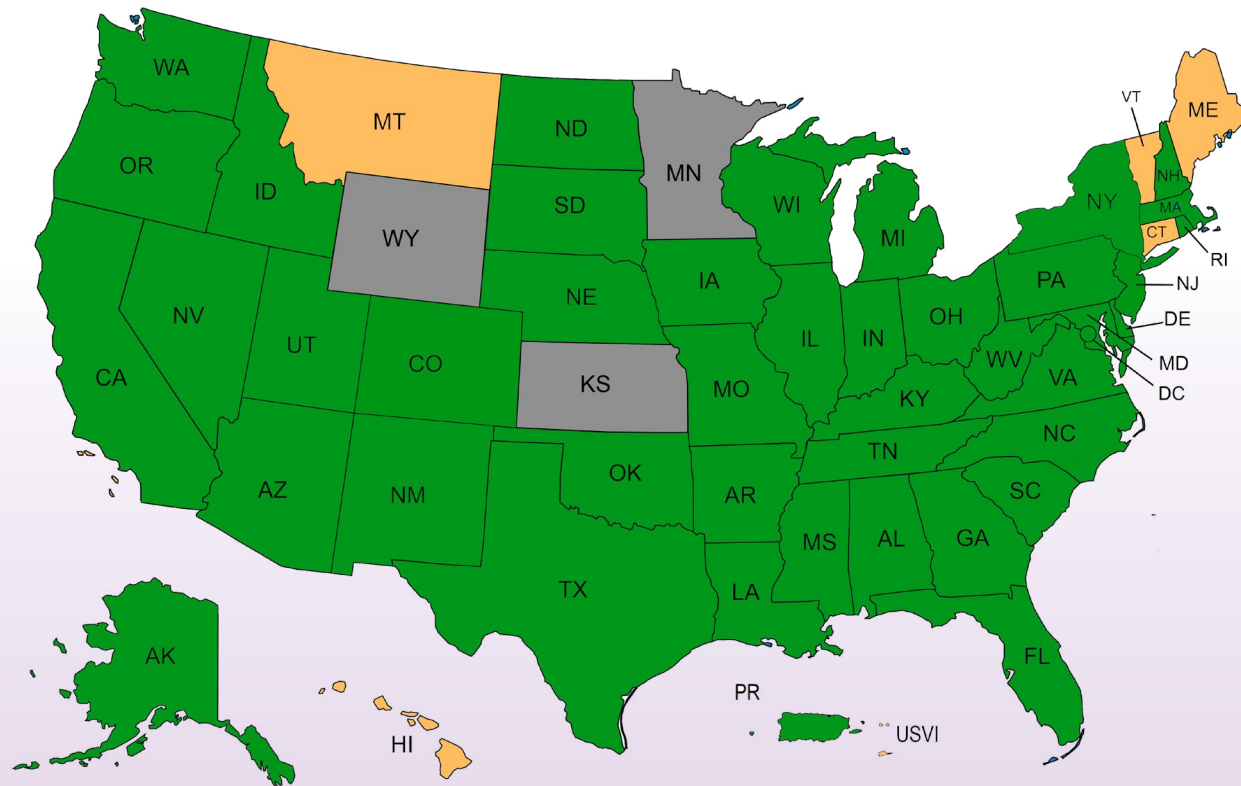


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# Member Services

Membership • Events & Summits • Strategic Plan •  
COVID-19 • MBLEx • Government Relations • National  
Licensure Compact • MTLD • Continuing Education •  
Industry Relations

# FSMTB MEMBERSHIP



## FSMTB Membership by State

-  Not Regulated
-  Non-Members
-  FSMTB Members

# EVENTS & SUMMITS

## MBE VIRTUAL SUMMIT

**The Massage Board Executive (MBE) Summit was again cancelled in 2021 due to the ongoing pandemic.** Instead, a series of virtual meetings was offered throughout this year. These meetings have been an excellent opportunity for executive directors and senior staff of member boards to learn, interact, and communicate with each other about topics of concern. Some of these virtual meetings covered items regarding an apprenticeship model of education, deregulation efforts in multiple states and the takeaways of that experience, and school approval and verification practices. These virtual summits were well attended and sparked interesting and informative conversations.



## FSMTB MEMBERSHIP EVENT

**An educational presentation titled “Sexual Misconduct Allegations within Massage Therapy: An Informed Approach to Protect Both Clients and Practitioners” was well attended by Board Members, Board Attorneys, Investigators, and Board/Agency Support Staff.**

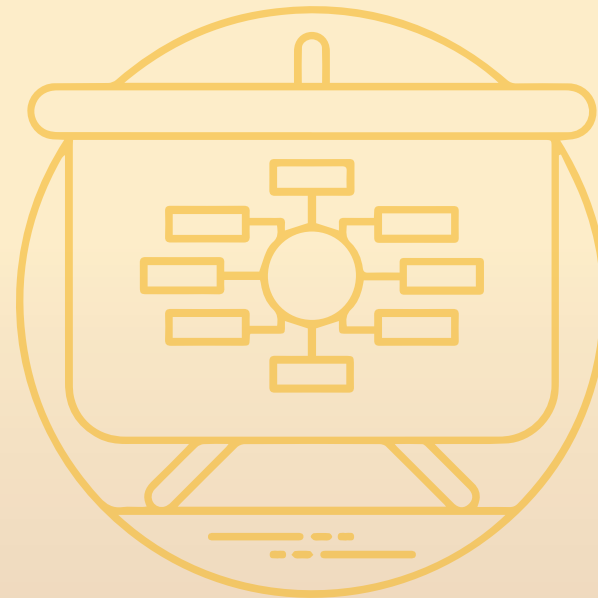
This topic is a concern for most regulators and the FSMTB appreciates the effort and experience that the speaker, Dr. Michael Fogel had to offer. The success of this event prompted more membership event considerations for the future.

# STRATEGIC PLAN

**A very pivotal piece that enables the organization to continue to thrive and serve you, is the organizational strategic plan.**

The current plan was mostly fulfilled, except for items deferred due to the pandemic. The Board of Directors is preparing for the next strategic plan, scheduled to be implemented beginning in 2022.

We received some very insightful feedback in response to a survey distributed to the membership. The Board of Directors met with some member representatives in September 2021 to incorporate the members' wishes into the plan that will continue to propel the Federation forward.



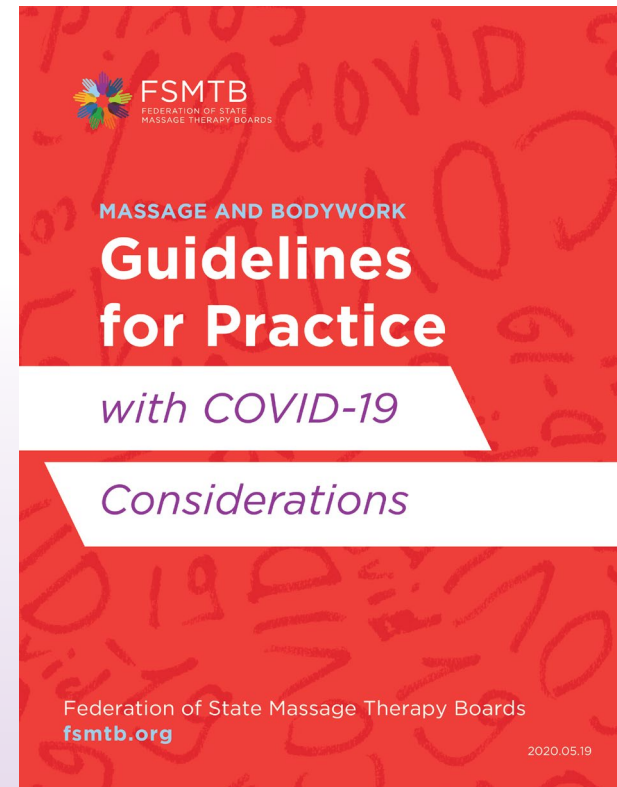


# COVID-19

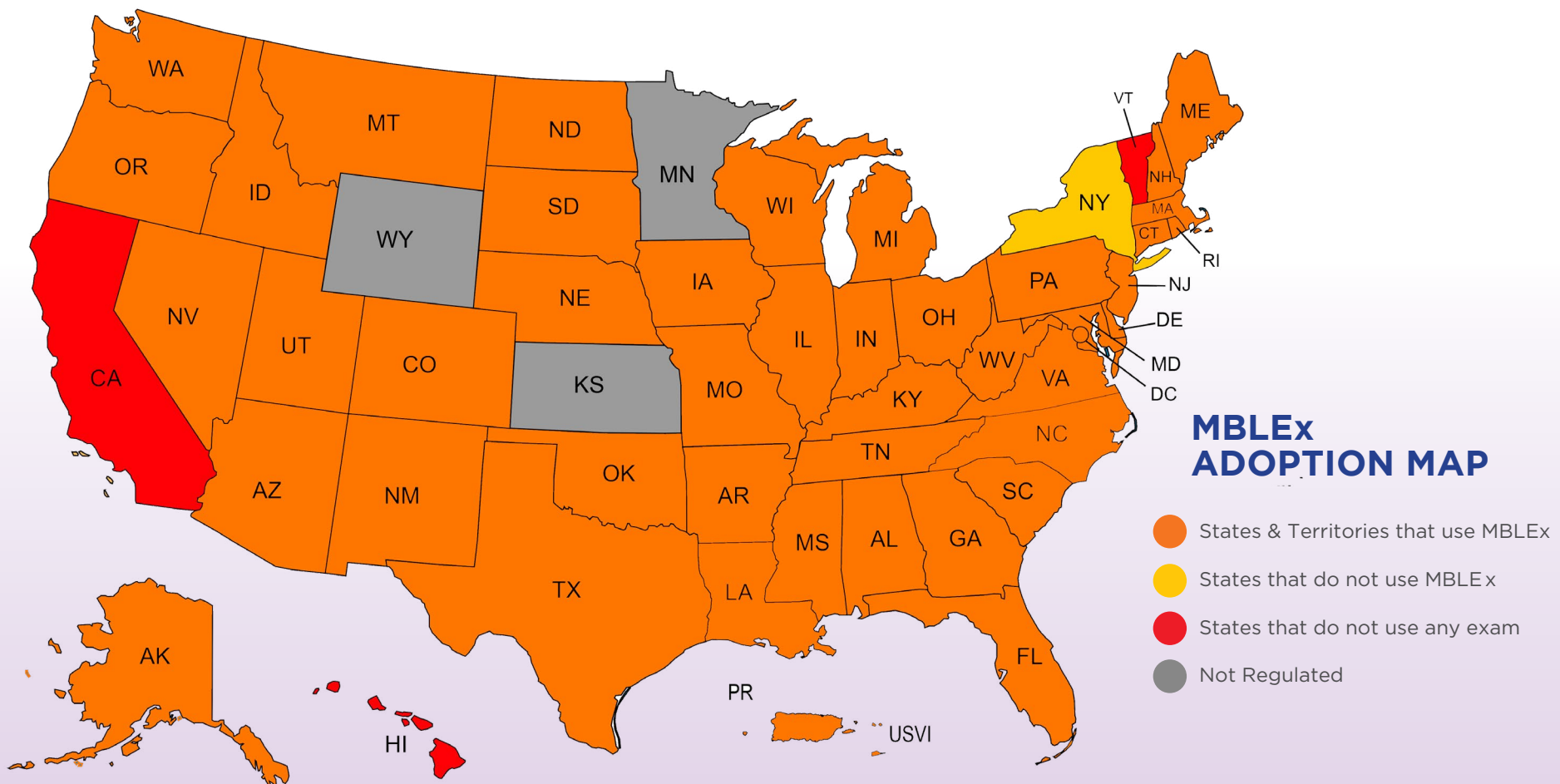
***The Massage & Bodywork Guidelines for Professional Practice with COVID-19 Considerations is a valuable resource, produced in record time, and is widely in use.***

The document 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 recommendations and guidelines do not replace any directives or guidance provided by federal or state agencies, regulatory boards, or other authorities having jurisdiction.



# MBLEx



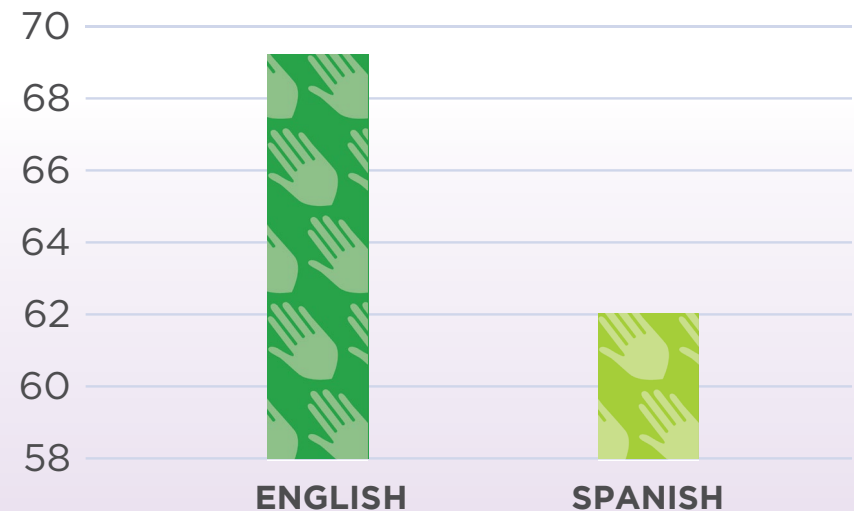
## MBLEx PERFORMANCE DATA

### The COVID-19 pandemic continued to impact MBLEx administrations in a significant way.

The Pearson VUE testing centers were not operating at full capacity through 2020 and early 2021. As of late summer 2021, the majority of Pearson VUE testing centers are operating at 100% capacity across the U.S., though the situation continues to be monitored by Pearson VUE for adjustment as the pandemic continues.

By November 2020 the pass rate was beginning to drop, perhaps as a result of the classroom adjustments in learning methods and reduced or modified clinic hours due to COVID-19 precautions. December 2020 proved to be an anomaly with the pass rate dropping from a high of 72% down to 60% for first time test takers. This one month drop contributed to bringing the overall pass rate down to 69%. By June 2021 the pass rate was hovering back at 72%.

## MBLEx Pass Rate % *First Exam Attempt* JULY 1, 2020 - JUNE 30, 2021



## MBLEx TESTING ACCOMMODATIONS

The FSMTB complies with federal laws regarding the Americans with Disabilities Act and considers 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. The costs for providing the testing accommodations are covered entirely by FSMTB.

This year, FSMTB supported 546 qualifying testing accommodations, reflective of candidate need. The nature of the disabilities for which the accommodations were provided included ADHD, learning disabilities, dyslexia, visual/hearing impairments, and mental health conditions.



### Testing Accommodations

- Extra Time
- Separate Room
- Separate Room & Reader
- Separate Room & Reader/Recorder
- Magnification
- Frequent / Extended Breaks
- Other

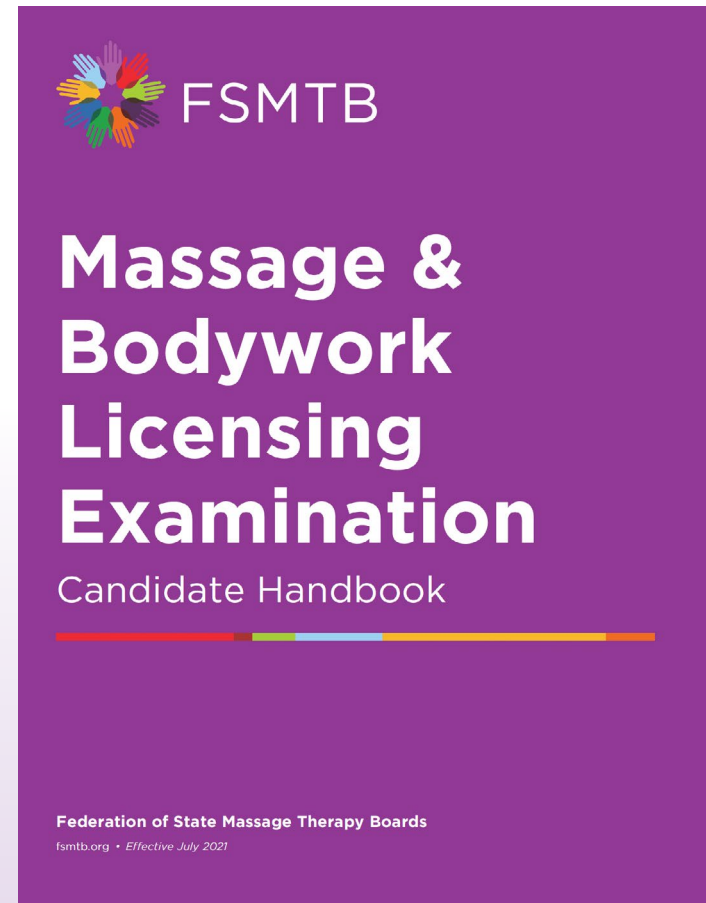
## MBLEx CANDIDATE HANDBOOK

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The most recent edition of the Massage & Bodywork Licensing Examination Candidate Handbook was published in July 2021. It is available electronically at [www.fsmtb.org](http://www.fsmtb.org).

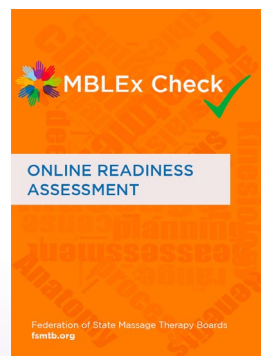
The Handbook is an important resource for applicants and schools. It includes information on how to apply to take the MBLEx, examination policies, the examination experience, and receiving examination results.

The FSMTB remains dedicated to maintaining the quality and integrity of the MBLEx and supporting FSMTB member boards in their work to ensure the practice of massage therapy is provided to the public safely and competently.

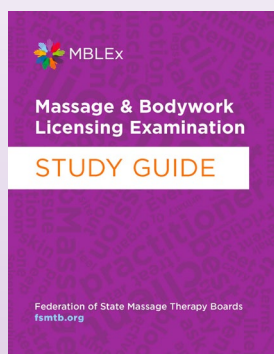


## STUDY RESOURCES FOR CANDIDATES APPLYING TO TAKE THE MBLEx

FSMTB is dedicated to providing quality study resources to support candidates in exam preparation on their paths to becoming licensed massage professionals.



**THE MBLEx CHECK ONLINE READINESS ASSESSMENT** is a practice exam designed to simulate the MBLEx experience, which allows candidates an opportunity to prepare for the exam and determine which areas of content need their additional focus. The MBLEx Check is also available in Spanish for our colleagues in Puerto Rico and for members of the Spanish-speaking massage community in other parts of the country.



**THE MBLEx STUDY GUIDE**, published by FSMTB, includes a breakdown of all content areas covered on the exam, as well as tips for a successful examination experience. This guide helps candidates to organize each content area and make meaningful connections with the exam material.

## FSMTB SCHOOL SUPPORT

The FSMTB School Support team assists massage therapy training programs by supporting their students as they navigate the pathway to licensure.

### SCHOOL OUTREACH

In light of the continued challenges presented by the COVID-19 pandemic, staff travel was limited, resulting in FSMTB hosting school information sessions as virtual events. The School Support team continues to assist approved massage therapy training programs and massage therapy regulators by actively participating in conference calls and virtual events.

Most regional and national massage therapy school events were cancelled or moved to virtual meeting formats. FSMTB appreciated the opportunity participate in the Alliance for Massage Therapy Education (AFMTE) 2021 Virtual Educational Congress and to present at the 2021 Texas Administrators of Continuing Education (TACE) virtual conference.

# GOVERNMENT RELATIONS

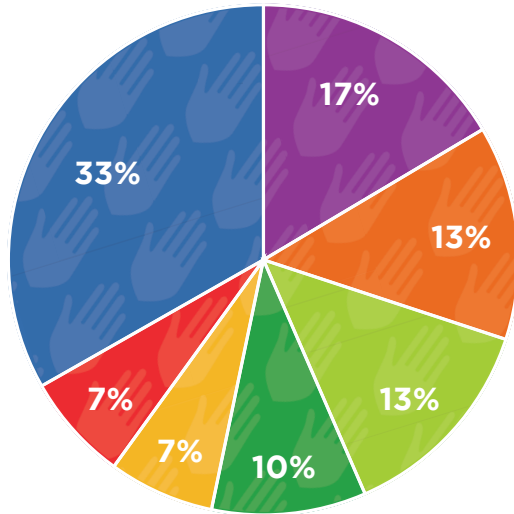
**Membership in the FSMTB includes a number of valuable benefits that assist member boards with legislative affairs.** This includes supporting members by tracking proposed regulations that could affect member states and territories, offering assistance on a variety of topics, and reinforcing language recommendations from the Model Massage Therapy Practice Act. At the request of member boards, the FSMTB government relations team answers questions and presents information on programs and services at meetings, writes letters to inform decision makers on proposed legislation, and presents information on rulemaking to lawmakers that pertains to our members.

The government relations team attended 57 meetings held in the last year including state board meetings, legislative committee meetings, and meetings of state legislatures. There were 70 proposed regulations that were tracked with 16 enacted in the last year. The trends for the topics of the enacted bills focused on endorsement, continuing education, establishments, apprenticeships, and exemptions.

Many emergency orders that affected massage therapists, their practice, and license renewals that were set to expire in the early part of the year were extended to the end of 2021 and beyond. In addition, some emergency orders allowing distance education for entry-level training and continuing education were, or are being, considered for permanent status. Some of these have been beneficial to member boards while others have been problematic. The result has been some confusion for schools, applicants, and therapists trying to renew their license during these unprecedented times.

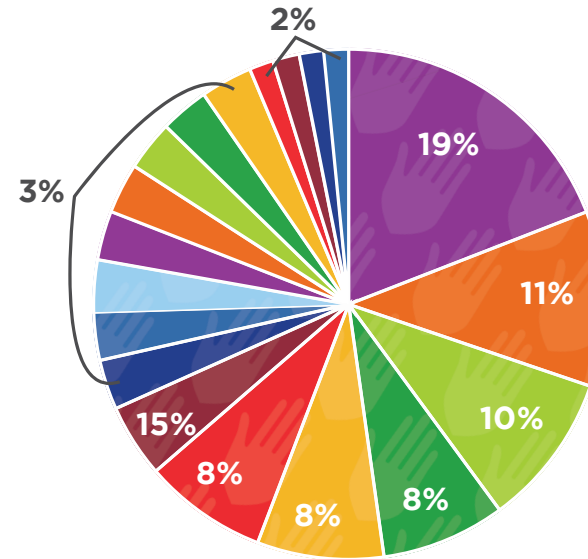
In 2021, Vermont became the 49th jurisdiction to enact the regulation of massage therapy on the state level. This new registration leaves only three states without any type of state-level regulation for the massage therapy profession.

In spite of the ongoing global pandemic, member boards held over two hundred virtual and face-to-face meetings, and were still able to conduct the business of their respective boards from a variety of workplace situations. Whether it be working from home, in the office, or a hybrid situation, the staff and board members were able to adapt and continue their job of regulating the massage therapy profession. The FSMTB appreciates its members' efforts to continue operations and their commitment to public protection as we all navigate through these exceptionally challenging times.



### Enacted Bills

- Establishment Regulation (5)
- Endorsement (4)
- Sunset (4)
- Continuing Education (3)
- Exemption (2)
- Background Check (2)
- Other (10)



### Proposed Bills

- Exemptions (12)
- Establishment Licensing (7)
- Sunset (6)
- Reorganization (5)
- Continuing Education (5)
- Mandatory Reporting (5)
- Curriculum Changes (3)
- Mass Practice Acts (2)
- School Program Approvals (2)
- Distance Education (2)
- Human Trafficking (2)
- Apprenticeship (2)
- Background Check (2)
- Enforcement (2)
- Photo for License (2)
- MT for Workers Comp (1)
- Language Cleanup (1)
- Notice of Disciplinary Action (1)
- Military Reciprocity (1)



## NATIONAL LICENSURE COMPACT

One of our long-held goals, and the reason for our movement towards uniformity in the licensure requirements across the nation, has been to facilitate professional mobility through license portability. This goal received a welcome boost this year when the Federation received a grant to work with the Council of State Governments, funded by the Department of Defense, to establish a national licensure compact.

A Technical Advisory Group of regulatory representatives and industry professionals has convened, and a draft document of their proposed content will be circulated for public comment in the next phase.

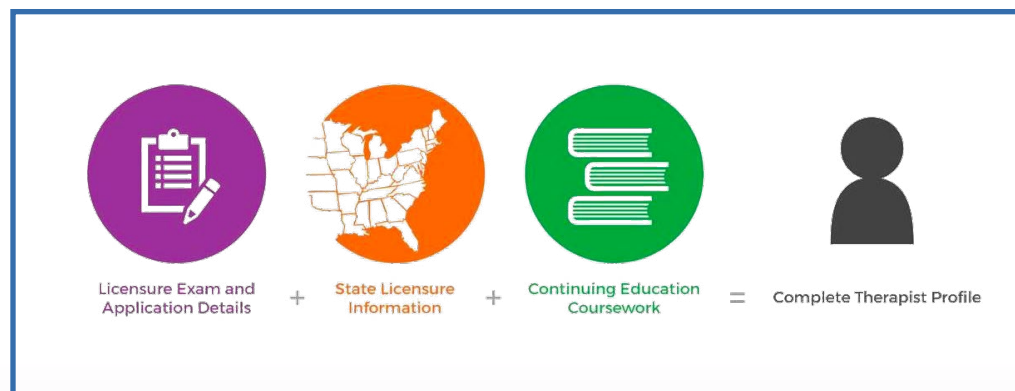


# MASSAGE THERAPY LICENSING DATABASE

**Since the formation of the FSMTB, massage regulatory boards have called for a national repository of licensing information.** At the Annual Delegate Assembly in 2007, state regulators voted to create an informational database that could be used to validate massage therapy applicant information, in order to combat fraud in the licensure process. This vote led to the creation of the Massage Therapy Licensing Database (MTLD).

The information in MTLD is gathered from multiple data sources and provides a comprehensive view of therapists, including their licensure information from multiple states, if applicable; contact information; disciplinary and board action; school history; and continuing education records.

The Massage Therapy Licensing Database is the heart of the FSMTB's mission to "simplify and standardize" the licensure process. A state's participation in MTLD makes the task of validating application information more efficient. Participating state board/agency administrative staff can search



MTLD to quickly find therapist information anywhere in the United States using simple search methods. This eliminates the need to search multiple websites for current license status of applicants, saves time, and is a practical solution to ensure accurate vetting of licensure applicants.

With the advent of the Interstate Licensure Compact on the horizon, interest in MTLD has increased. This year the application process for participation in MTLD has been further simplified and more members than ever have reached out to begin the process of participating in this very important resource.

# 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 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.

CE Registry also provides an online national search for available courses. Massage therapists can search by topic, provider, date, or location of courses.

**The CE Registry is a solution that meets the needs of the regulatory community by:**

1. Verifying primary source documentation of CEs in MTLD.
2. Supporting the authority of individual member boards to determine CE for license renewal.
3. Reducing the instances 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 pandemic posed a huge challenge to CE Registry in terms of awareness. Despite this challenge, the program has continued to see growth overall. As CE Registry continues to grow, the most important part of the program is course quality. Of those who completed courses, survey feedback indicates over 90% course satisfaction.*

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

## REGULATORY EDUCATION AND COMPETENCE HUB



**This year, the FSMTB continued building exposure and usage of the Regulatory Education and Competence Hub (REACH).**

REACH offers online CE courses sponsored by state boards at [www.REACH4CE.org](http://www.REACH4CE.org). REACH courses focus on regulatory education with topics such as ethics, laws, boundaries, scope of practice, and cultural competence. All continuing education courses offered through REACH meet FSMTB Continuing Education Standards.

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.



REACH enrollments increased by **41%** from 2020 to 2021.



Feedback indicated that **92%** of users who took a REACH course were happy with the course content.



**87%** would recommend REACH courses to other users.

# INDUSTRY RELATIONS AND OUTREACH



**As with the prior year, industry-related travel for FSMTB directors, staff, and volunteers was significantly reduced or cancelled due to the pandemic.** Likewise, most massage therapy and regulatory-related conventions, conferences, and forums were cancelled or moved to an alternate format. Through the creative use of technology and media resources, FSMTB was able to actively engage with other organizations and colleagues in affiliated communities as we continued to network in support of our organizational mission.

## COMMUNICATIONS



The FSMTB service support team responds to an average of **6,600** emails and phone calls each month.



Approximately **53%** of communications are via email.

## ONLINE ENGAGEMENT



In the past year, the number of **WEBSITE** visitors increased by **77%**.



In the past year, the number of **FACEBOOK** followers increased by **22%**.



In the past year, the number of **TWITTER** followers increased by **20%**.

The background of the slide features a repeating pattern of stylized hands in a light blue color, arranged in two rows. The hands are open and facing upwards, creating a sense of unity and support.

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# People

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



**FSMTB would like to thank our volunteers  
for all of their support during the last year.**

While we all tried to navigate the challenges and uncertainty of the pandemic, our volunteers also managed to continue provide their time, dedication, and expertise to FSMTB and the mission of supporting our Member Boards.



**THANK YOU**



**FSMTB VOLUNTEERS!**

**The work that you do makes a difference.**

*If you would like to volunteer for FSMTB, please complete a Volunteer Application at [www.fsmtb.org](http://www.fsmtb.org).*

# 2021 FSMTB BOARD OF DIRECTORS

## PRESIDENT

### **David Cox**

Maryland State Board of Massage Therapy Examiners

[dcox@fsmtb.org](mailto:dcox@fsmtb.org)

## VICE PRESIDENT

### **Victoria Drago**

Florida Board of Massage Therapy

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## TREASURER

### **Sandy Anderson**

Executive Director, Nevada Board of Massage Therapists

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## DIRECTOR

### **Robin Alexander**

Louisiana Board of Massage Therapy (former)

[ralexander@fsmtb.org](mailto:ralexander@fsmtb.org)

## DIRECTOR

### **Craig Knowles**

Chair, Georgia Board of Massage Therapy

[cknowles@fsmtb.org](mailto:cknowles@fsmtb.org)

## DIRECTOR

### **Dianne Layden**

North Carolina Board of Massage and Bodywork Therapy (former)

[dlayden@fsmtb.org](mailto:dlayden@fsmtb.org)

## DIRECTOR

### **Charlene Russell**

Mississippi State Board of Massage Therapy (former)

[crussell@fsmtb.org](mailto:crussell@fsmtb.org)

## EXECUTIVE DIRECTOR

### **Dr. Debra Persinger**

[dpersinger@fsmtb.org](mailto:dpersinger@fsmtb.org)



# VOLUNTEER COMMITTEES, PANELS & TASK FORCES

## COURSE DEVELOPMENT

Kim Adams Johnson (NE)  
Karen Armstrong (MI)  
Lance Gilliland (AL)  
Fallon Helm (SD)  
Barbara Lis (IN)  
Denise Logsdon (KY)  
Ceena Owens (KS)  
Susan Salvo (LA)  
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With deepest gratitude for their commitment to serve, we thank our examination item writers for their unwavering support and contribution to the greater good of the profession.

**THANK YOU.**



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