



# FSMTB

FEDERATION OF STATE  
MASSAGE THERAPY BOARDS

# ANNUAL REPORT

October 2015



## MESSAGE FROM THE PRESIDENT

FSMTB had another strong year financially, operationally and strategically. We continue to experience growth, particularly within our infrastructure, and we are embarking on a strategic growth plan to take us into the next decade.

When we lead through vision, we have confidence that the future will be different and better than the present. It is that visionary philosophy that we acknowledge in 2015 as we celebrate our ten-year anniversary. The founders held to a vision and established a foundation for a pattern of success. Their long-term vision is now in the present and their strengths have helped solidify the core FSMTB values of integrity, transparency, accountability and people.

Every day we see things that can be better. The list of challenging work ahead is not diminishing but we are aligning resources and have talent to continue to drive us forward. We shall keep our focus on creating value for our member boards and agencies to continue their important work of public protection. On behalf of the current board of directors, I thank you for the valuable role that you play in the FSMTB vision becoming reality.



Karen Armstrong  
President  
May 2014 – October 2015



## 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

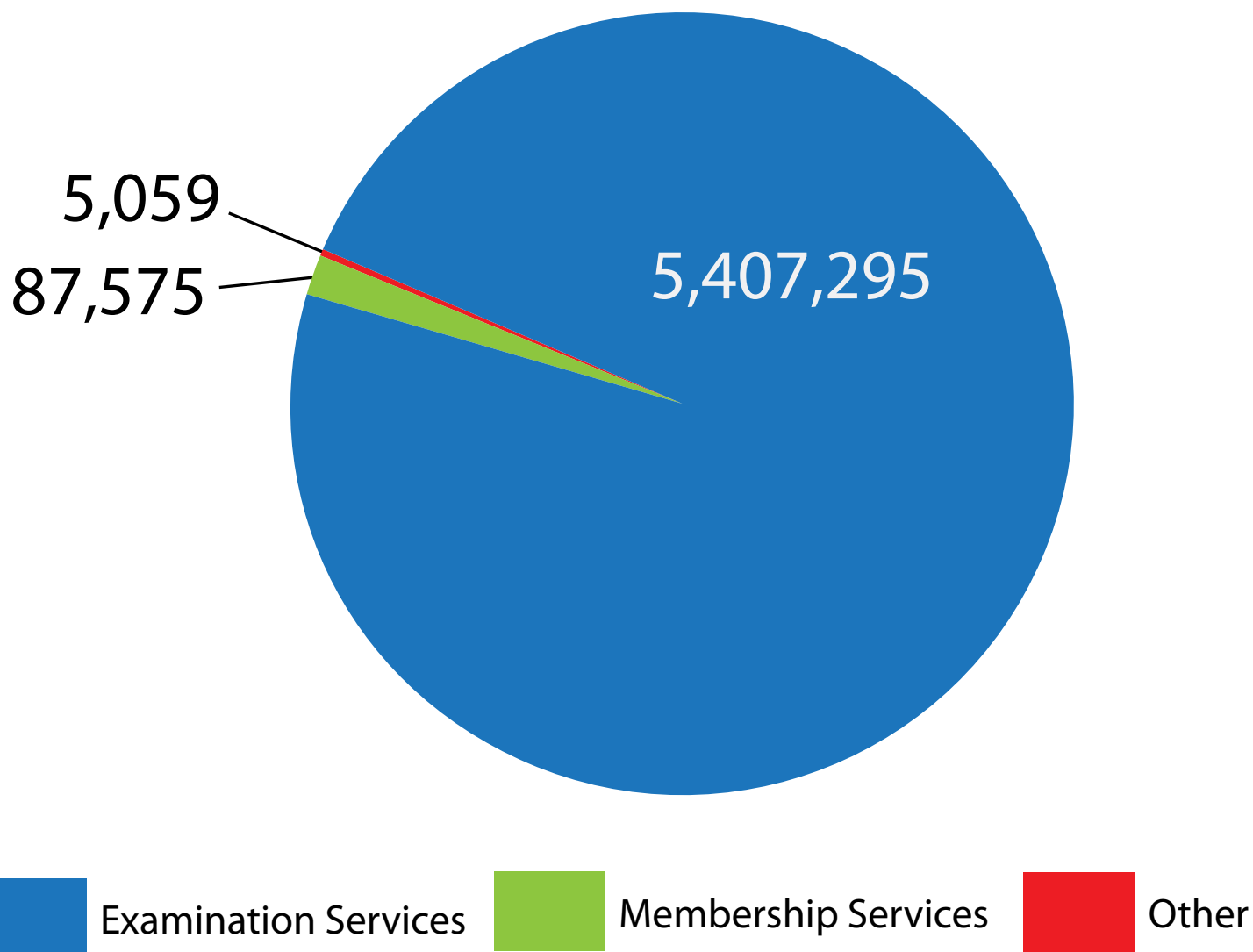
The FSMTB is a fully autonomous, non-profit organization. It operates under Section 501(c)(3) of the Internal Revenue Code. All revenue collected by the organization is used to enhance FSMTB programs; improve the quality of its examinations and services; and provide support to its Members in fulfilling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

# FINANCE



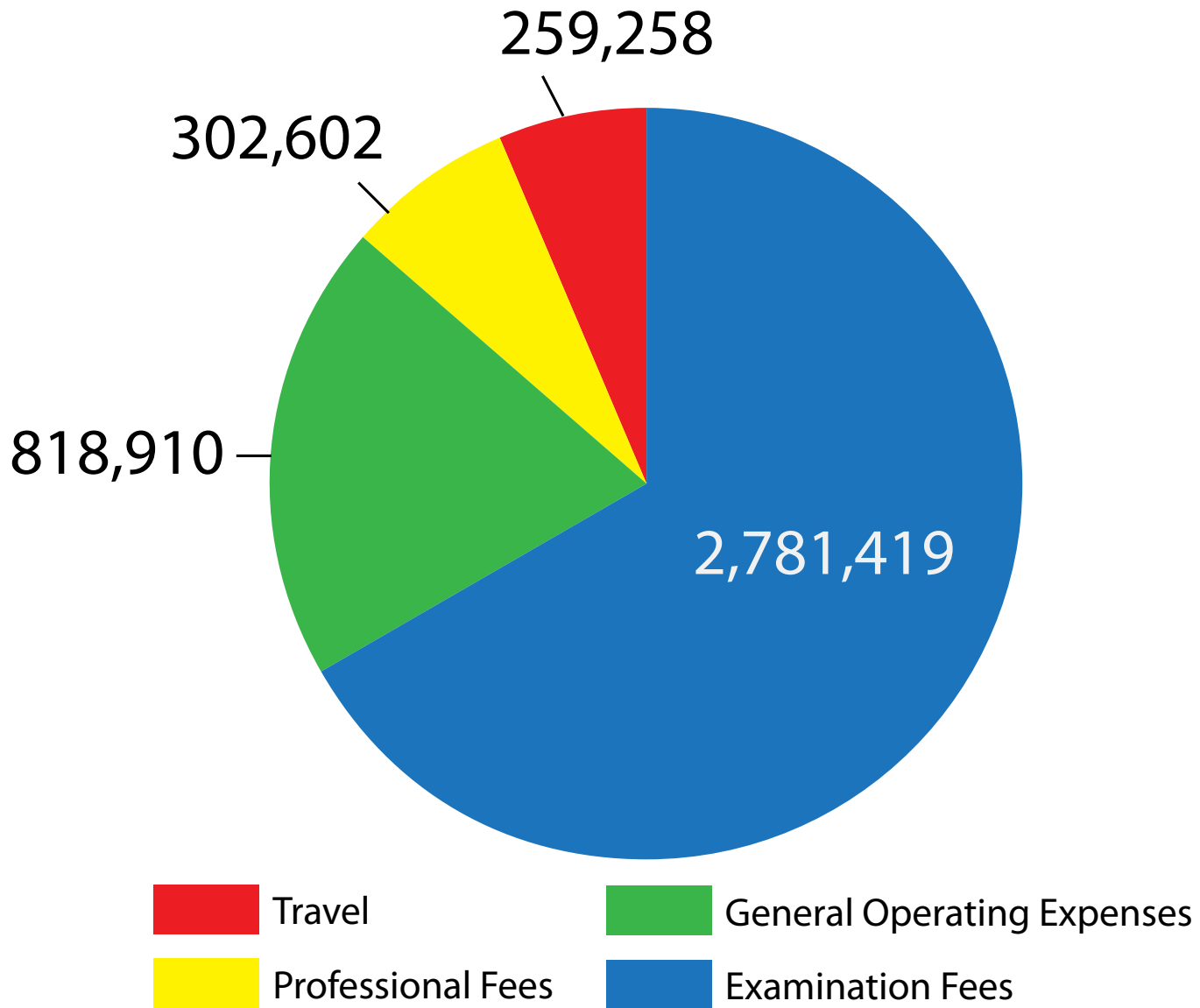


## INCOME JULY 1, 2014 - JUNE 30, 2015



\*unaudited

EXPENSES JULY 1, 2014 - JUNE 30, 2015



\*unaudited

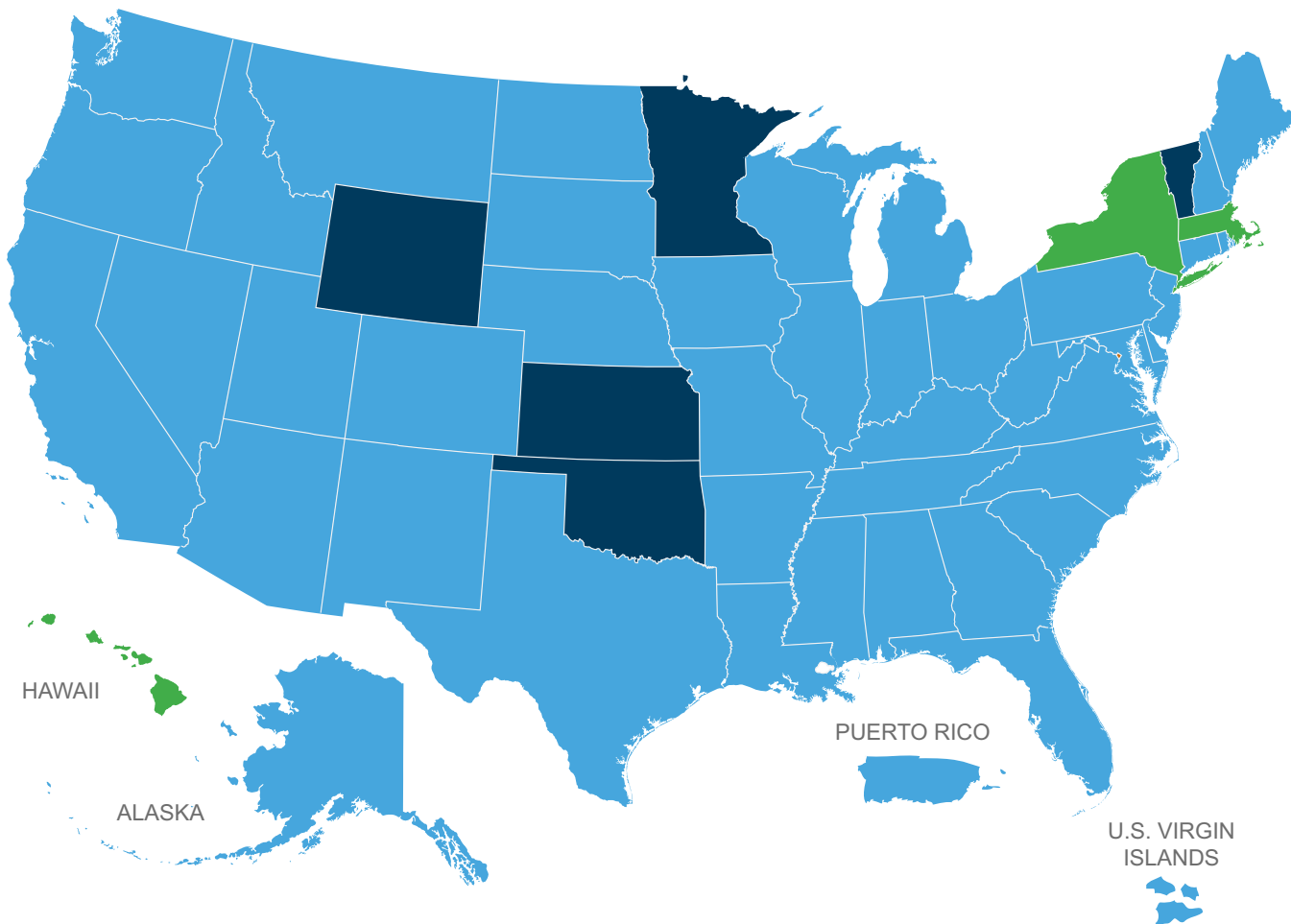


# PROGRAMS AND SERVICES



# MBLEx ADOPTION

■ States that use the MBLEx    
 ■ Regulated but do not yet use the MBLEx    
 ■ Not regulated

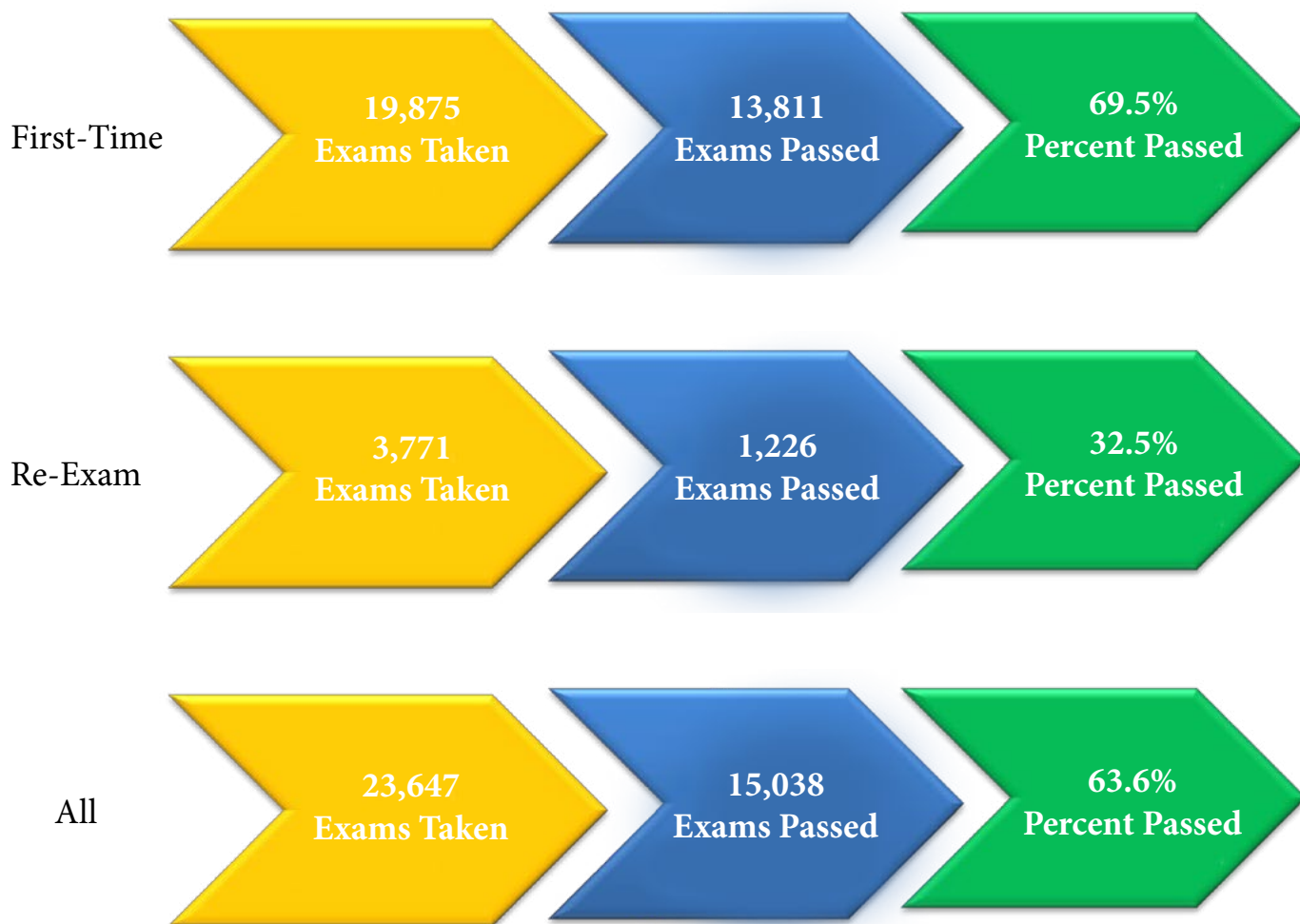






## MBLEx PASS RATE

### MBLEx National Pass Rate July 1, 2014 - June 30, 2015

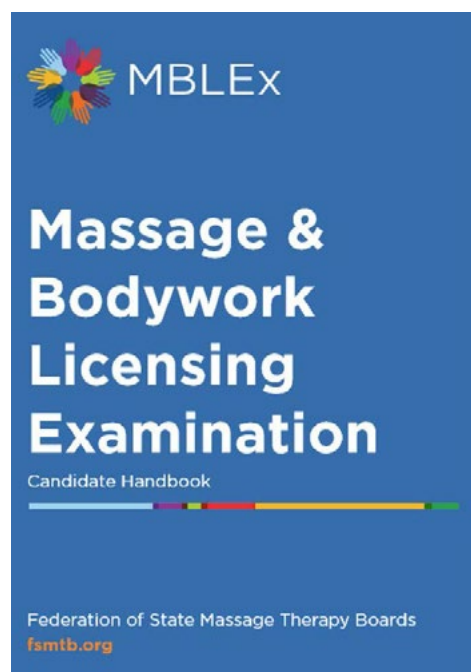


## FSMTB AND NCBTMB REACH AGREEMENT

The Federation of State Massage Therapy Boards (FSMTB) and the National Certification Board for Therapeutic Massage and Bodywork (NCBTMB) entered into an Agreement in October 2014 whereby, effective February 1, 2015, NCBTMB agreed to no longer offer any of its examinations for the intended use by State Boards for licensure eligibility. NCBTMB agreed that it would not develop or implement an examination for licensure. Currently, NCBTMB has one examination – its Board Certification Examination. The BCETM is intended to be used for NCBTMB certification only. FSMTB developed and administers the FSMTB Massage and Bodywork Licensure Examination (MBLEx).

## MBLEX CANDIDATE HANDBOOK

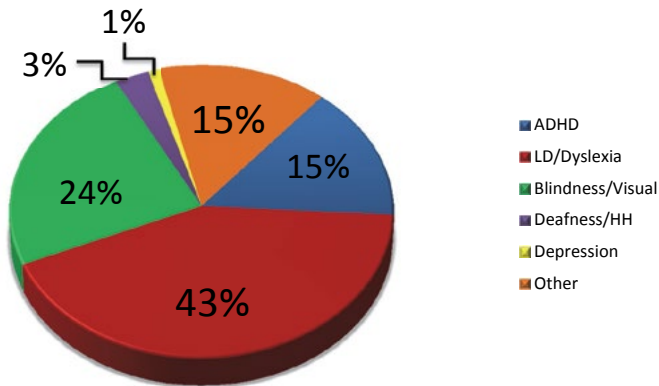
A revised edition of the Candidate Handbook was published in July 2015. A web version of the handbook is available for immediate download at [www.fsmtb.org](http://www.fsmtb.org).



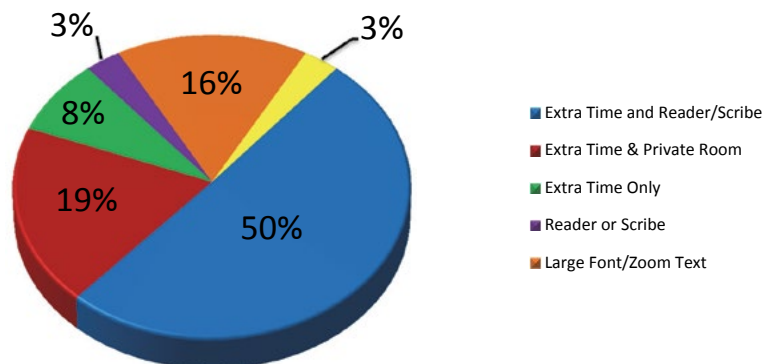
## TESTING ACCOMMODATIONS

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

## NATURE OF DISABILITY




## TYPES OF ACCOMMODATIONS PROVIDED

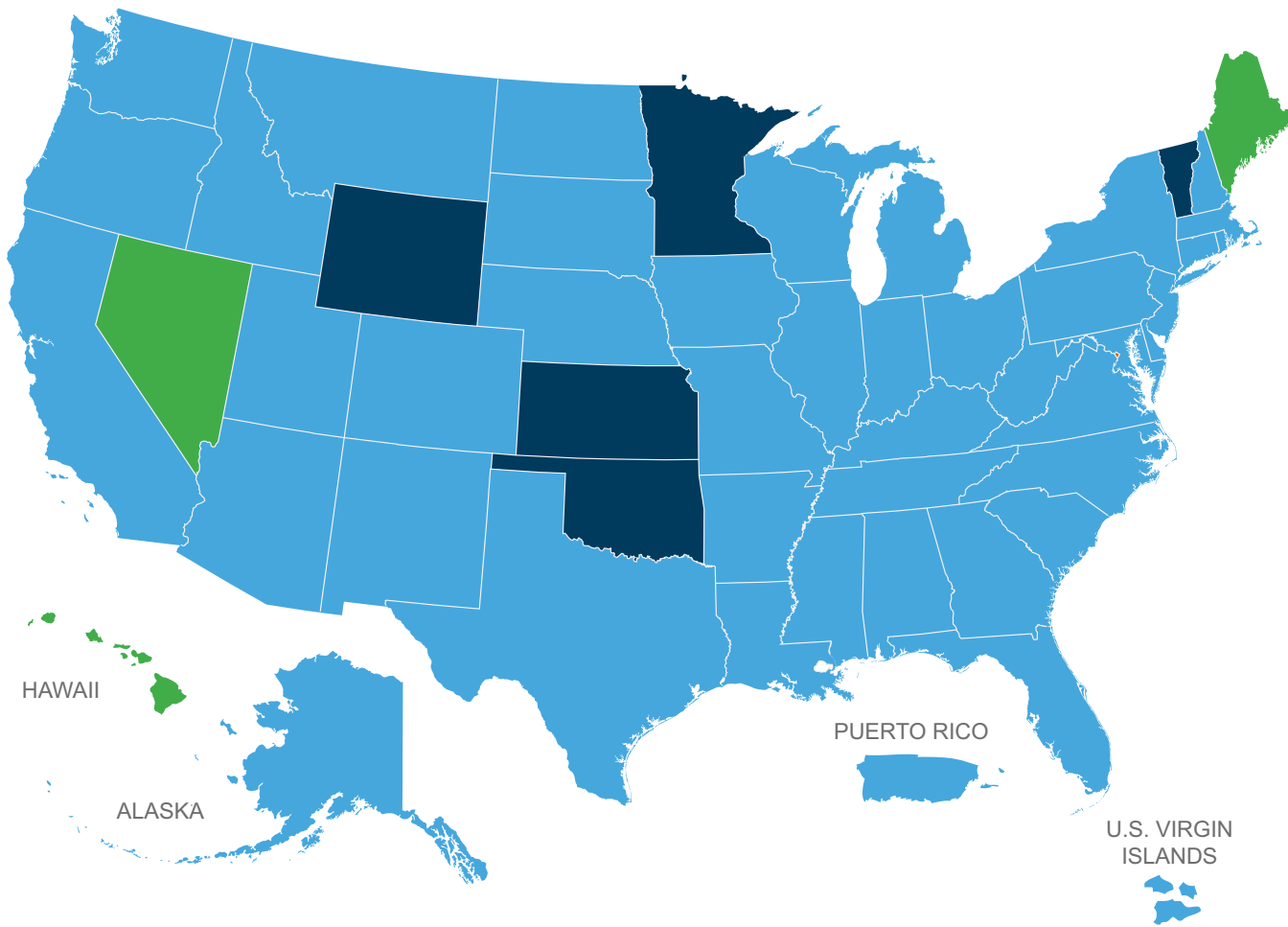


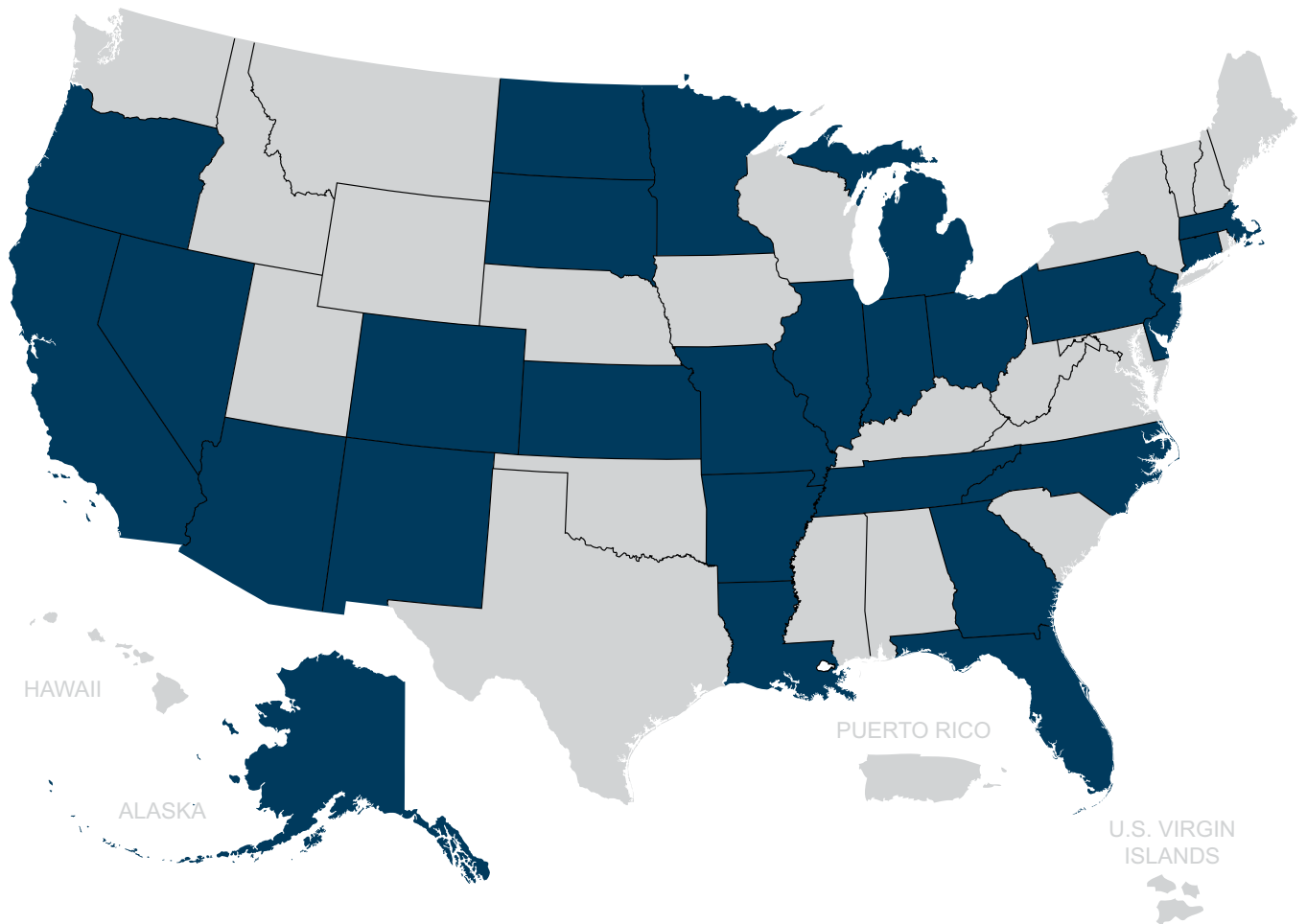
# MEMBER BOARDS

 Member Boards

 Non-member Boards

 Unregulated

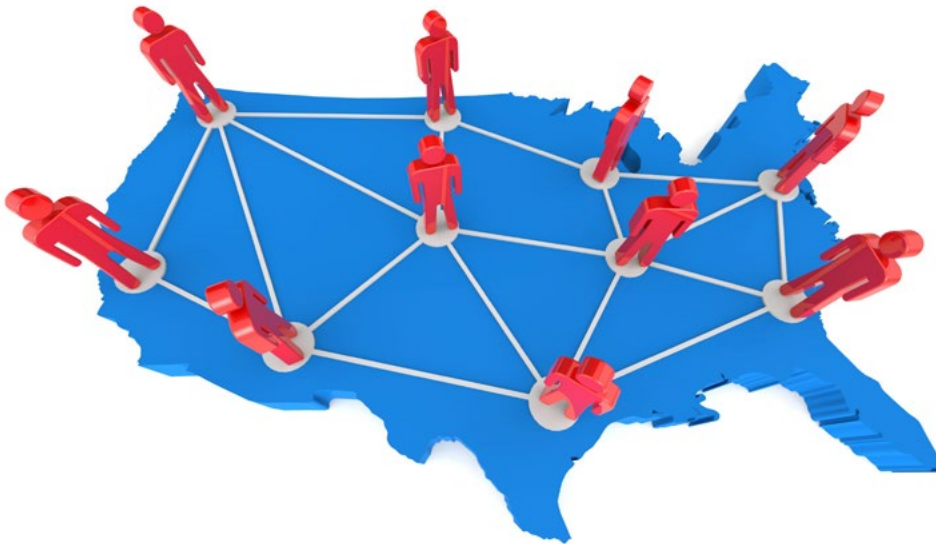




## MASSAGE THERAPY LICENSING DATABASE (MTLD)

After a thorough discovery and bidding process, development of MTLD launched in May 2015. The FSMTB is partnering with Digital Evolution Group (DEG) to create this centralized licensing repository for the benefit of all massage therapy regulatory boards and agencies.

In September 2015 the design and definition phase was completed. This included defining data to be collected from examination applications, examination delivery, continuing education coursework and state boards and agencies. From there the development phase began which includes building user interfaces, data management and searching/reporting capabilities. As development hits milestones, extensive testing is being performed to ensure the database meets all needs of the Federation membership. The final stage will include training for system management and use, and further testing of all functionality. MTLD will be accessible via the FSMTB website. We are on schedule to launch the database in 2016.





## LICENSE RENEWAL PROGRAM OVERVIEW

The License Renewal Program was created by the Federation of State Massage Therapy Boards (FSMTB) at the direction of its member boards. While maintaining the status of a program offering services with regard to licensure renewal, the FSMTB will utilize the Regulatory Education and Competence Hub (REACH). On behalf of our member boards, FSMTB will approve and supervise continuing education sponsors and their courses. Additionally, and pertinent to the board's consideration in the present time frame, FSMTB will offer regulatory education through REACH as requested by FSMTB's member boards.

The core elements of this program—sponsor application, course search, and public safety courses—will be housed on the FSMTB website. REACH is currently directed by a standing committee of state massage board representatives that have experience in the regulation of massage therapy and massage therapy education. When appropriate, subcommittees have been formed over the past few years to offer guidance with regard to professional standards, ethics, and professional practice.

## SYNOPSIS OF ORIGIN & CURRENT OPERATIONAL STATUS

On October 3, 2014, the delegate assembly at the FSMTB annual meeting officially voted to create a continuing education approval program to meet the needs of the massage therapy regulatory community. This vote was made based on the recommendation of the Continuing Education Task Force made up of member board representatives.

In the time period since the membership directive in 2014, the FSMTB has identified resources, tools, staffing needs, and has assembled a qualified team of experts to take on the appropriate responsibilities. Notably, such responsibilities include the projection of timelines, setting policies, and determining compliance measures for the program to ensure that sponsors are competent to offer courses for continuing education that will meet the needs of the regulatory community.



## REACH REGULATORY EDUCATION

Regulatory education through REACH will encompass a wide selection of topics and course offerings, such as:

- Exam support courses for massage students planning to take the Massage & Bodywork Licensing Examination (MBLEx);
- Public safety courses developed dependent on massage disciplinary data, insurance claims data, criminal records, federal public safety updates, and requests from our member boards customized to their own public safety concerns;
- Corrective action courses to accommodate sponsors and instructors needing to fulfill corrective action plans;
- New state massage board member training on roles and responsibilities of being a massage regulator; and
- Remediation courses for those licensed massage therapists that must fulfill educational requirements for disciplinary actions.

These online courses will consist of interactive multimedia presentations with integrated assessments, which incorporate best practices in instructional design for the adult learner.

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

## REACH SERVICES



### CE Approvals

Approval and supervision of REACH Continuing Education Sponsors and their courses.



### MBLEx Resources

Massage Therapy students can access resources to help them prepare for the MBLEx.



### Corrective Action Courses

The content of these courses is developed at the direction of FSMTB member boards for use in remediation of disciplinary actions.



### REACH Continuing Education

Continuing Education courses on public safety topics, developed at the direction of FSMTB member boards.



### Regulatory Training

Training for new state board members that introduces them to the roles and responsibilities of being a regulator.

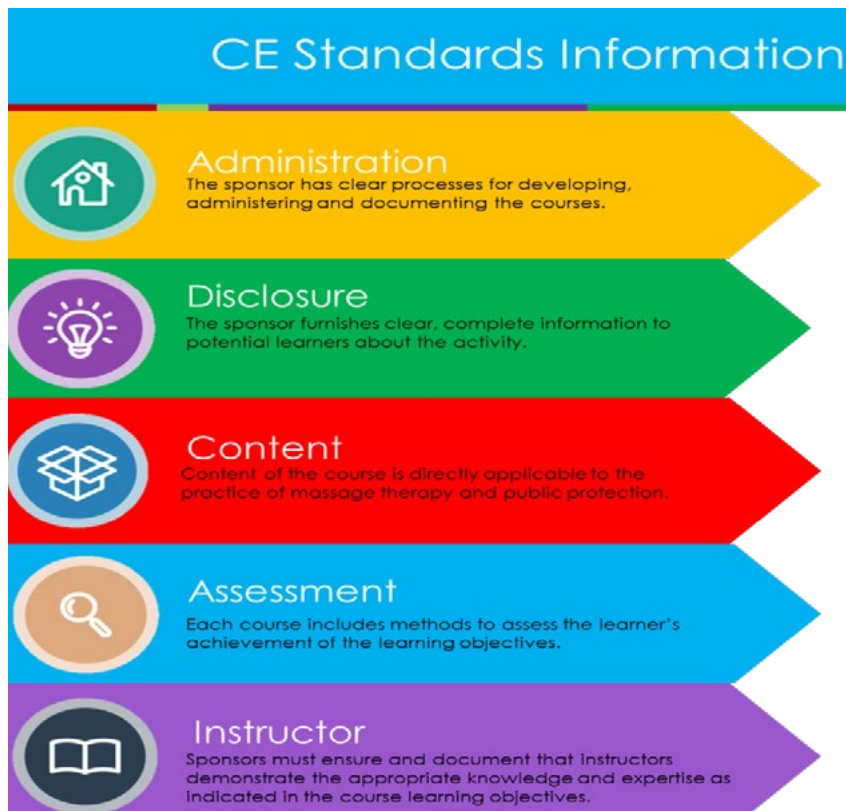




## CONTINUING EDUCATION STANDARDS

FSMTB approved sponsors are required to meet the standards developed by the membership and adopted by the FSMTB board of directors. Any qualified party that meets the standards will have the opportunity to apply under these provisions. The standards and all relevant details will be published prior to program launch.

Included on the REACH portion of the FSMTB website will be a sponsor portal that will house the application, administration, and course data information for approved sponsors. REACH sponsors will have access to edit all relevant instructor and course data in the system. In addition, there will be a course search engine for students to find courses from approved sponsors and course completion data will be automatically uploaded into the Massage Therapy Licensing Database (MTLD) for our member boards to access.





## LOOK UP A LICENSE

FSMTB is pleased to launch an online licensee search in partnership with the Federation of Associations of Regulatory Boards (FARB). *Look Up A License*® is an online service intended to provide the public with easy access to verify the licensure status of practitioners and providers. *Look Up A License*® can be found on the homepage of our website.



## OFFICE RELOCATION

We are pleased to announce the relocation and expansion of our office in June 2015. We have moved to a larger office space to better accommodate our operations. This move allows us to continue our growth and pursuit of FSMTB's strategic initiatives.



# COMMUNICATIONS





## SOCIAL MEDIA PRESENCE

This year the FSMTB has undertaken an initiative to grow its online presence. This social media program operates through the following tenets:

- Provide a professional online voice in the massage regulatory industry;
- Provide unique, engaging, and quality content;
- Build an online community;
- Provide the best online customer service; and
- Share and spread the ideas, programs, and news of the FSMTB and its member boards.

On average, FSMTB social media programs share a 10-to-1 positive-to-negative sentiment. Such results suggest that the FSMTB has high brand credibility in the massage regulatory community, among MBLEx candidates, and with practitioners.

FSMTB continues to grow its presence as a hub for regulatory information and news. Join us on any of our social media platforms.



[FACEBOOK.COM/FSMTB](https://www.facebook.com/FSMTB)



[TWITTER.COM/FSMTB](https://twitter.com/FSMTB)



[LINKEDIN.COM/IN/FSMTB](https://www.linkedin.com/in/FSMTB)

## WEBSITE

Three features we love about the new FSMTB website:

- Refreshed Homepage – visually engaging platform that provides users with immediate access to our most important services.
- Easy Navigation – pages and content have been organized to ensure our audiences quickly obtain the information they need through a user-friendly platform.
- Timely Information – front and center to keep you informed on the latest from FSMTB.

Online content will continually be updated to provide relevant information, so we encourage you to bookmark it, check back often and connect with us on Facebook and Twitter to receive notice when updates and new content are added.

Visitors can:

- Connect with FSMTB – Volunteer for a committee, read our Latest News or follow our social media activity.
- REACH for Professional Education will help regulators with needs specific to their roles and duties, and fulfill continuing education requirements for your state.
- Find all of the information applicants need to take the MBLEx.
- And finally, you can always find out About FSMTB or Contact Us with questions.




**FSMTB**  
 FEDERATION OF STATE  
 MASSAGE THERAPY BOARDS

Direct Language /

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[MBLEx](#)
[REACH for Professional Education](#)
[Consumer Information](#)
[Member Boards / Agencies](#)
[Contact Us](#)

## FSMTB Celebrates 10th Anniversary

The Federation of State Massage Therapy Boards (FSMTB) is pleased to announce its Annual Meeting and Tenth Anniversary Celebration, Thursday, October 8 – Saturday, October 10, 2015. This milestone event will be held at the Hyatt Regency, Albuquerque, New Mexico.

[LEARN MORE](#)



### Mission

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.

[LEARN MORE](#)



#### Why Licensing Matters

Licensure is a regulatory process that ensures practitioners are appropriately qualified and trained to treat the public. Obtaining a license in order to practice a profession is mandatory, and state laws may provide for criminal or administrative penalties for unlicensed activity.

[LEARN MORE](#)



#### Apply for the MBLEx!

The Massage and Bodywork Licensing Examination (MBLEx) is the core licensing examination used in 43 states, the District of Columbia, and 2 U.S. territories. Before you submit an application to take the MBLEx, you must make sure that you meet the criteria for eligibility outlined in the MBLEx Candidate Handbook.

[LEARN MORE](#)



#### Become a Member

The FSMTB is made up of state licensing boards and agencies who regulate and govern the massage therapy profession. We act as a resource, provider of services and programs, and as a facilitator for our member boards. If you are not currently a member, click here for information on becoming a FSMTB member.

[LEARN MORE](#)



#### Legislative Tracking

The Government Relations team at FSMTB continues to monitor legislation being introduced that affects the massage therapy profession or our member boards and agencies. Should you have a question on legislation introduced in your state, let us know and we'll get you the information you need to know!

[LEARN MORE](#)



### Look Up A License

Be sure your massage therapist is licensed!

[LEARN MORE](#)

#### Volunteers

**FSMTB is Looking for Volunteers**

Are you interested in becoming a volunteer for the FSMTB? We accept volunteer applications for committee or task force positions throughout the year. Should we not have any immediate volunteer openings, we will keep your application on file and let you know when a perfect volunteer opportunity arises for you!

[LEARN MORE](#)

#### Latest News

**Latest News**

FSMTB Announces Change to Board of Directors. After serving since his election in 2013, Anthony Jusenton has stepped down from his position on the board due to professional obligations.

[LEARN MORE](#)

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# VOLUNTEERS







## 2014-2015 FSMTB BOARD OF DIRECTORS

### **PRESIDENT**

#### **KAREN ARMSTRONG**

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

### **VICE PRESIDENT**

#### **MARCELA COLLINS**

Tennessee Massage Licensure Board (former)  
mcollins@fsmmb.org

### **TREASURER**

#### **LINDA LYTER**

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

### **DIRECTOR**

#### **KIM ADAMS JOHNSON**

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

### **DIRECTOR**

#### **HOLLY FOSTER**

Chair, North Carolina Board of Massage &  
Bodywork Therapy  
hfooster@fsmmb.org

### **DIRECTOR**

#### **LANCE GILLILAND**

Vice Chair, Alabama Board of Massage Therapy  
lgilliland@fsmmb.org

### **DIRECTOR**

#### **ED BOLDEN (MAY – OCTOBER 2015)**

Chair, Tennessee Massage Licensure Board  
ebolden@fsmmb.org

### **DIRECTOR**

#### **ANTHONY JUSEVITCH (2013- MAY 2015)**

Investigation Manager, Consumer Services &  
Compliance Management Unit, Florida

### **IMMEDIATE PAST PRESIDENT**

#### **DENNIS BEYE**

Chair, Arizona State Board of Massage Therapy  
dbeye@fsmmb.org

### **EXECUTIVE DIRECTOR**

#### **DEBRA PERSINGER**

dpersinger@fsmmb.org





## VOLUNTEER COMMITTEES AND TASK FORCES

### EXAMINATION

Lance Gilliland, FSMTB BOD Liaison  
 Emmanuel Bistas  
 Ed Bolden  
 Gwenda Harrison  
 Lori Keith  
 Craig Knowles  
 Susan Prasch

Alabama Board of Massage Therapy  
 Illinois Board of Massage Therapy  
 Tennessee Massage Licensure Board  
 Maryland Board of Chiropractic & Massage Therapy Examiners  
 New Jersey Board of Massage and Bodywork Therapy  
 Georgia Board of Massage Therapy  
 New Hampshire Advisory Board of Massage Therapists

### EXAMINATION DEVELOPMENT

Holly Foster, FSMTB Board Liaison  
 Su Bibik  
 Lori Bradshaw  
 Laurie Craig  
 Jimmy Gialelis  
 Jacqueline Hungerford  
 Maria Leonard  
 Jeff Mahadeen  
 John Morgan  
 Charlotte Phillips  
 Drew Riffe  
 Jill Sanders  
 Elan Schacter  
 Cherie Sohnen-Moe

North Carolina Board of Massage & Bodywork Therapy  
 Michigan  
 California  
 Georgia  
 Arizona  
 Texas  
 Minnesota  
 New Hampshire  
 North Carolina  
 Vermont  
 Texas  
 Oregon  
 North Carolina  
 Arizona

### FEDERATION AUTHENTIC INFORMATION REVIEW (FAIR)

Holly Foster, FSMTB Board Liaison  
 Anthony (Toby) Jusevitch, Chair  
 Latasha Austin  
 Shawwna Ervin  
 Kimberly Hodge  
 Adrienne Price  
 Connie Shanks Knight  
 Tom Ryan

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

Kris Waidely

## VOLUNTEER COMMITTEES AND TASK FORCES

### FINANCE

Linda Lyter, FSMTB BOD Liaison  
Earle Duskey  
Tom Ryan

Keith Warren

West Virginia Massage Therapy Board  
Arizona Board of Massage Therapy  
Wisconsin Massage Therapy & Bodywork Therapy Affiliated  
Credentialing Board  
Alabama Board of Massage Therapy

### LICENSE RENEWAL

Kim Adams Johnson, FSMTB BOD Liaison  
Ed Bolden, Chair  
David Cox  
Joe Frazier  
Becca Lesik  
Denise Logsdon  
Wendy McGinley  
Charlene Russell  
Jan Shaw

Nebraska Board of Massage Therapy  
Tennessee Massage Licensure Board  
Maryland Board of Chiropractic & Massage Therapy Examiners  
New Hampshire Advisory Board of Massage Therapists  
Pennsylvania State Board of Massage Therapy  
Kentucky Board of Licensure for Massage Therapy  
North Dakota Board of Massage  
Mississippi State Board of Massage Therapy  
South Carolina Massage/Bodywork Panel

### MASSAGE THERAPY LICENSING DATABASE (MTLD)

Anthony Jusevitch  
Loree Kessler  
Beverly May

Florida Department of Health  
Missouri Board of Therapeutic Massage  
California Massage Therapy Council

### NOMINATING

Wendy McGinley, Chair  
Mary Donker-Syvertsen  
Denise Logsdon

North Dakota Board of Massage  
Louisiana Board of Massage Therapy  
Kentucky Board of Licensure for Massage Therapy

### POLICY

Marcela Collins, FSMTB BOD Liaison  
Dianne Layden  
Tom Ryan

Keith Warren

Tennessee Massage Licensure Board (former)  
North Carolina Board of Massage & Bodywork Therapy  
Wisconsin Massage Therapy & Bodywork Therapy Affiliated  
Credentialing Board  
Alabama Board of Massage Therapy



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100



A vertical bar chart with a blue bar and a green bar. The blue bar is significantly taller than the green bar.



## NOTES



## NOTES

[illegible]



FSMTB

FEDERATION OF STATE  
MASSAGE THERAPY BOARDS

Federation of State Massage Therapy Boards  
10801 Mastin Boulevard, Suite 350  
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[www.fsmtb.org](http://www.fsmtb.org)