FSMTB®
FEDERATION OF STATE
MASSAGE THERAPY BOARDS

Annual Report

October 2024

Message *from the* President



I am proud to lead our organization through another year of positive change and growth. The hard work and innovative spirit of our dedicated team of staff and volunteers has enabled us to deliver on desired outcomes and introduce new standards in our industry.

Together, we have navigated inevitable challenges and seized opportunities, reinforcing our commitment to excellence, public protection, and community impact. As we look to the future, I am confident that our shared vision and ongoing dedication will continue to propel us forward, creating lasting value for all our stakeholders.

Thank you for your interest and support of the vital work of the massage regulatory community.

Craig Knowles, LMT
President

FSMTB BOARD OF DIRECTORS



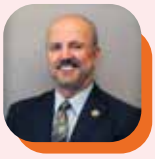
CRAIG KNOWLES, LMT
President
Chair, Georgia Board of Massage Therapy



CAROLINE GUERIN, LMT
Vice President
Presiding Officer of the Texas Massage Therapy Advisory Board



ELISABETH BARNARD, LMT
Treasurer
Executive Director of the Nevada State Board of Massage Therapy



FOAD ARAIINEJAD, LMT
Director
Alabama Board of Massage Therapy (former)



VICTORIA DRAGO, LMT
Director
Board Member of the Florida Board of Massage Therapy



KAREN FRAZIER, LMT
Director
Vice Chair of the Kentucky Board of Licensure for Massage Therapy



ROBERT RUARK
Director
Executive Director of the Oregon Board of Massage Therapy



DEBRA PERSINGER, PHD, CAE
Executive Director

FSMTB®
FEDERATION OF STATE MASSAGE THERAPY BOARDS

OVERVIEW

Mission

The mission of FSMTB is to support its Member Boards in their work to ensure that the practice of massage therapy is provided to the public safely and competently.

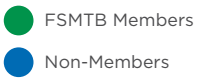
Non-Profit

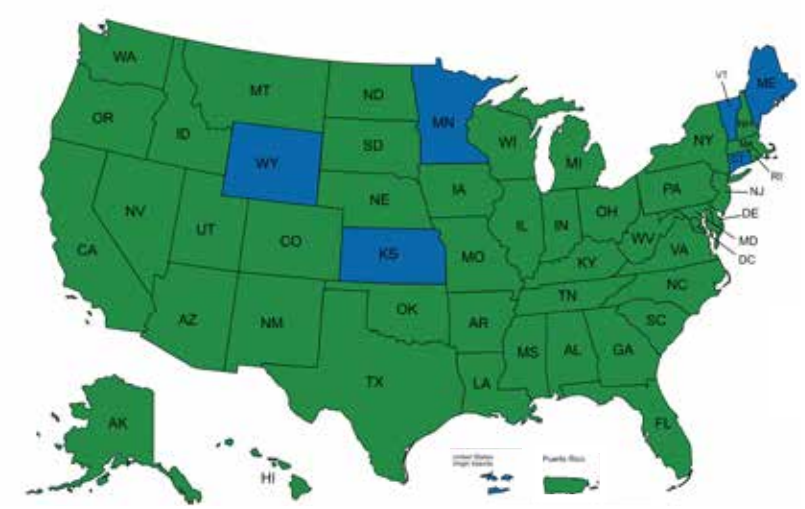
The FSMTB is a 501c3, non-profit organization. All revenue is used to enhance FSMTB programs and services and provide support to its members in fulfilling their responsibility of protecting the public from unsafe practice.

Membership

The FSMTB members are state boards and agencies that regulate the profession of massage therapy and are charged with the mission of public protection.

FSMTB Membership by State



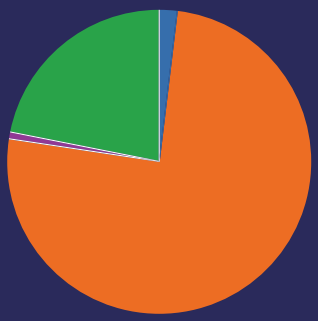


2024 Financials*

July 2023 - June 2024

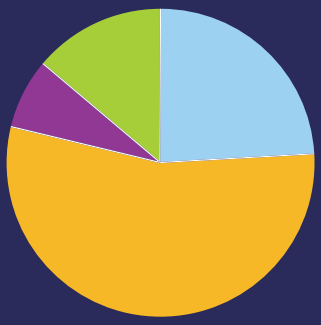
** unaudited*

INCOME



INCOME	
Membership	134,850
Exam Services	5,634,000
Professional Services	13,245
Investments	1,630,220
TOTAL	*7,412,315*

EXPENSES



EXPENSES	
General Operating	2,423,125
Travel & Events	540,950
Professional Fees	725,525
Exam Services	1,404,950
TOTAL	*5,094,550*
Net	*2,317,765*

Communications

FSMTB responds to an average of 5,000+ phone calls and emails each month.

WEBSITE

The FSMTB website, fsmtb.org, remains the foremost resource for individuals seeking information about FSMTB and the MBLEx. During the past year, the website hosted over 171,000 visitors.

69,633
License Lookup Web Page Visits

32,932
Calls

28,739
Emails

174,012
Home Web Page Visits

53,466
MBLEx Application Web Page Visits

SOCIAL MEDIA

FSMTB shares organizational news and regulatory information via its social media presence. Across all platforms, we had 11,634 followers.

FSMTB

Federation of State Massage Therapy Boards

@connectwithFSMTB

@thefsmtb

FSMTB
FEDERATION OF STATE MASSAGE THERAPY BOARDS

Events We *Attended*

Throughout the year, FSMTB travels to represent our Member Boards and agencies that regulate the massage therapy profession, while also gathering best practices to better support their work. These efforts help us maintain the high standards of the Massage & Bodywork Licensing Examination (MBLEx®) and further enhance FSMTB programs.

Whether attending national conferences, regulatory meetings, or collaborating with other organizations, our goal is to ensure the voice of massage therapy regulators is heard and that shared insights strengthen the regulation of the profession.

While this is not a comprehensive list of our engagements, it showcases key events where FSMTB proudly served as your representative.

IL
Federation of Associations of Regulatory Boards (FARB) Regulatory Law Seminar
September 23

TX
Federation of Associations of Regulatory Boards (FARB) Forum On Professional Regulation
January 24

CA
The Association of Test Publishers (ATP) Innovations in Testing Conference
March 24

TN
Massage Envy Annual Performance Summit
March 24

GA
FSMTB Massage Board Executive Summit
April 24

DC
ABMP School Summit
April 24

AZ
International Spa Association (ISPA) Convention
April 24

AZ
RISS Western Region Human Trafficking Summit
April 24

TX
Massage Therapy Coalition
June 24

PA
University of Pennsylvania Executive Education Program – Regulatory Analysis & Decision Making
June 24

MO
Alliance for Massage Therapy Education (AFMTE) Congress
July 24

FL
Florida State Massage Therapy Association Annual Conference
July 24

KY
National Conference of State Legislatures (NCSL) Legislative Summit
August 24

OH
American Society of Association Executives (ASAE) annual meeting
August 24

FL
American Massage Therapy Association (AMTA) National Convention
September 23

EVC

The Education Verification Center (EVC) supports more than

1,300 EVC users

representing over

930 state-approved massage therapy schools

School *Outreach*

FSMTB hosted a pre-conference school information session for Florida schools prior to the 2024 session Florida State Massage Therapy Association (FSMTA) Convention.

FSMTB hosted a pre-conference school information session for schools in New York, Connecticut, and New Jersey prior to the New York State Society of Medical Massage Therapist (NYSSMMT) 2024 Symposium.

FSMTB presented at the Texas Administrators of Continuing Education (TACE) Annual Conference.

FSMTB supported the Alliance for Massage Therapy Education (AFMTE) Educational Congress.

FSMTB participated in virtual and live massage therapy profession events for schools in Arizona, Idaho, Oregon, South Dakota, Texas, and Washington.

MBLEx®

FSMTB's flagship program, the Massage & Bodywork Licensing Examination (MBLEx) was developed by the profession, for the profession, to meet the needs of the regulatory community as a requisite component of the licensure process.

The exam is psychometrically sound and legally defensible, and is designed to measure the entry level competence of new professionals with the safety of the consuming public at its core. The exam program continues to benefit from dedicated subject matter experts who volunteer their time to write content, staff and testing experts who put hours into the development process, and Member Boards who insist on using a licensing exam that is a product of integrity in design and implementation. FSMTB continues to work with Member Boards and agencies, as well as law enforcement, to protect the exam and, in turn, the licensure process.

MBLEx TESTING ACCOMMODATIONS

The FSMTB provides testing accommodations for qualified candidates with diagnosed disabilities in accordance with the Americans with Disabilities Act. The costs for providing testing accommodations are covered entirely by FSMTB.

The nature of the disabilities for which the accommodations were provided included ADHD, learning disabilities, dyslexia, visual/hearing impairments, and mental health conditions.

MBLEx Pass Rates*

17,742 MBLEx candidates tested

First-time pass rate **70%**

**July 2023 - June 2024*

Testing Accommodations

FSMTB supported MBLEx candidates with **603** testing accommodations



MBLEx CANDIDATE HANDBOOK

The current edition of the Massage & Bodywork Licensing Examination Candidate Handbook is available electronically at fsmtb.org.

The MBLEx Candidate Handbook is the primary source of information for applicants and educational institutions. It contains comprehensive details about eligibility criteria, application processes, fees, scheduling, FSMTB candidate support, study materials, and examination content. It also encompasses all policies concerning exam administration, security, and integrity.

MBLEx PREP

100 multiple-choice questions that cover each content area

MBLEx PREP MATERIALS

The Federation is committed to empowering MBLEx candidates in their exam preparation by offering a comprehensive array of FSMTB-authored study tools available in both English and Spanish. The Federation strives to provide resources that enable aspiring massage and bodywork professionals to approach the MBLEx confidently.

THE MBLEx CHECK™ ONLINE READINESS ASSESSMENT

The MBLEx Check Online Readiness Assessment is the FSMTB-authorized practice test designed to simulate the actual MBLEx experience. This comprehensive online examination presents 100 multiple-choice questions that cover each content area.

THE OFFICIAL MBLEx STUDY GUIDE

The Official MBLEx Study Guide and e-Study Guide include a comprehensive breakdown of the examination's core content areas and invaluable tips to encourage a successful and enriching examination experience. Notably, these guides offer a 100-question practice examination and include sample exam items, further enhancing the learning experience.



REACH

94% of users who took a REACH course were happy with the course content

89% would recommend REACH courses to other users

REACH™
REGULATORY EDUCATION AND COMPETENCE HUB

FSMTB offers online CE courses sponsored by state boards through the Regulatory Education and Competence Hub (REACH) at reach4ce.org. Course completion information is recorded in the Massage Therapy Licensing Database (MTLD) for participating state boards to access.

CE REGISTRY

CE Registry is a registry of educators, providing massage and bodywork therapy continuing education, who meet and adhere to the national CE standards developed by the FSMTB regulatory community. The CE Registry accepts information from continuing education providers, including course completion information, and transfers that information into the national Massage Therapy Licensing Database (MTLD).

CE Registry includes a Course Search capability that allows potential CE consumers (LMTs) to search for courses that meet their needs.

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

1. *Verifying primary source documentation of completed CE in MTLD*
2. *Supporting the authority of state regulatory boards to accept 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 exposing providers who are not compliant with the standards established by the FSMTB membership*

CE Registry™
CONTINUING EDUCATION REGISTRY

States that accept CE registry courses

Alabama
Alaska
Arkansas
Connecticut
Delaware
District of Columbia
Georgia
Idaho
Indiana
Iowa
Kentucky
Maryland
Michigan
Missouri
Mississippi
Montana
Nebraska
Nevada
New Hampshire
New Jersey
New Mexico
North Carolina
North Dakota
Oklahoma
Oregon
Rhode Island
South Carolina
South Dakota
Tennessee
Virginia
Washington
West Virginia
Wisconsin

CE Registry

728 courses registered
94% positive course feedback

GOVERNMENT RELATIONS

This year the Government Relations team's primary focus was on providing support and education to members and legislators on the recommended minimum education hours requirements and the Interstate Massage Compact (IMpact). We also tracked a number of anti-human trafficking bills and bills updating the massage therapy practice act including areas on scope of practice, moral turpitude, and criminal background checks.

SERVICE

This year FSMTB provided written and oral testimony to

22 member jurisdictions

and attended over **125 board and committee meetings**

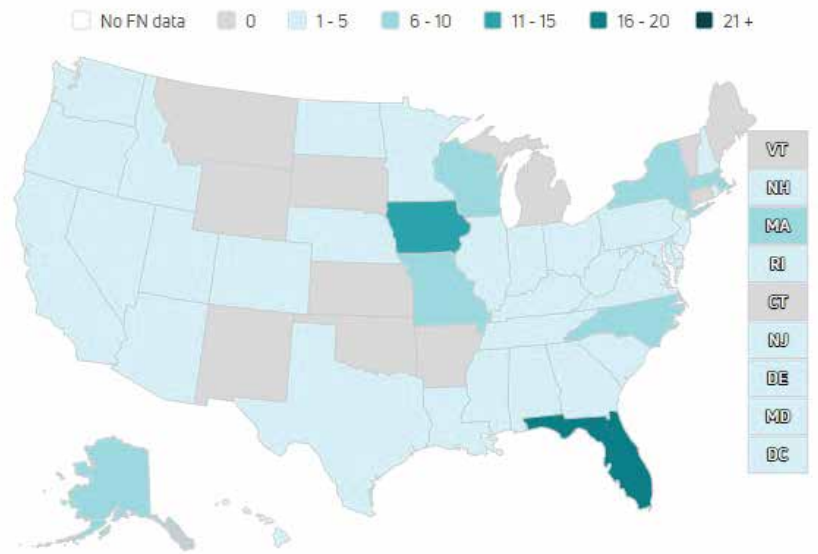
FSMTB presented to a number of boards this year on topics such as the Massage Therapy Licensing Database, the Interstate Massage Compact, the benefits of FSMTB membership, and the crossover between human trafficking and massage therapy.

BILLS

A total of **153** bills were tracked, **29** of which were enacted

POLICY TRACKING

The most common type of legislation tracked related to the Interstate Massage Compact, massage boards, human trafficking, establishment regulation, license application and discipline, and scope of practice related to reflexology.



IMpact

Interstate Massage Compact

It was a busy year for the Interstate Massage Compact. We attended several professional conferences, held informational webinars, and attended board meetings to bring awareness and build legislative and industry support.

The Interstate Massage Compact is proud to have broad support across the profession and is looking forward to a busy 2025 legislative session and standing up the compact soon!

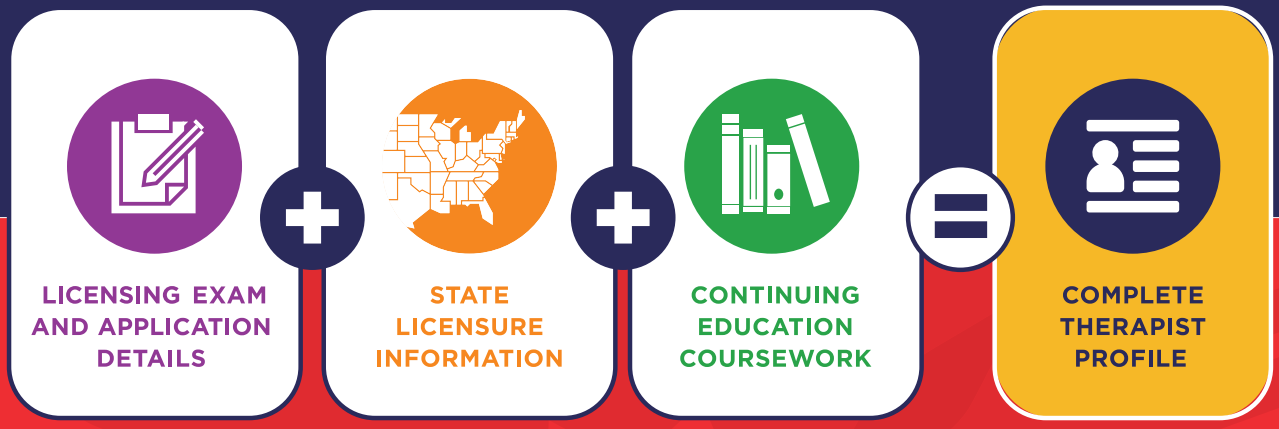
For more information on the Interstate Massage Compact, visit massagecompact.org.

IMpact

Ohio became the **SECOND** state to adopt IMpact

MASSAGE THERAPY LICENSING DATABASE MTLD

The Massage Therapy Licensing Database is a vital component of the FSMTB's mission to simplify and standardize the licensure process and a key component of the IMpact. A state's participation in MTLD makes the task of validating application information more efficient. 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.



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MBE Summit

27 attendees representing
22 member jurisdictions

MASSAGE BOARD EXECUTIVE SUMMIT

The 2024 Massage Board Executive Summit was held in Savannah, Georgia, on April 4-5. This year, we invited massage board attorneys to attend along with their board's executive director.

Guest speakers included Dr. W. Keith Campbell, a psychology professor from the University of Georgia, who discussed generational differences and evolving cultural and societal trends resulting from changing demographics and their impact on educational expectations, standards, and uniformity. A Special Agent from the U.S. Department of Health and Human Services-Office of Inspector General, shared his experience with Operation Nightingale, the nursing diploma scam that has affected over 7,000 nurses who used fraudulent education credentials to obtain a nursing license. Samantha Nance, Esq., from Embry Merritt Womack Nance, PLLC, also spoke regarding the Interstate Massage Compact, dispelling myths and misinformation and answering questions from attendees.

Attendees also had many opportunities to network and learn from each other.

VIRTUAL MEMBERSHIP EVENTS

Virtual Membership Events support the mission of the FSMTB by facilitating communication among member boards and providing education and guidance on topics related to massage therapy regulation. Topics addressed in 2024 included the Interstate Massage Compact, the Entry Level Analysis Project, State of Massage Education, Regulatory Trends and Continuing Competence. These events present an opportunity for members to discuss issues across jurisdictions and learn from one another.

ANNUAL MEETING

The 2023 FSMTB Annual Meeting was held in San Diego, California, on September 29-30, 2023. In attendance were 41 of our 45 Member Boards and 64 other guests including FSMTB members, association representatives, and speakers.

The Annual Meeting of the Delegate Assembly is the business meeting of the FSMTB and provides educational sessions and networking with your massage regulatory colleagues. It is one opportunity to engage in the governance of your organization by participating in elections to the FSMTB Board of Directors and Nominating Committee and setting policy priorities and direction through debate and voting on resolutions and bylaw amendments.

Guest speakers included The Network's Chief Strategy Officer who shared the history, dynamics, and data behind the current illicit industry, as well as how we can improve our collective response to protect the public. We were also joined Senior Director, Law Enforcement Training Education & Consulting and Attorney at Eckberg Lammers, Imran Ali, and Training and Education Coordinator/Investigation Specialist at Eckberg Lammers, Aimee Schroeder, who discussed efforts to tackle the illicit massage industry and the way many illicit businesses operate and thrive.

Attendees had many opportunities to connect with each other, share experiences, and learn about FSMTB.

ANNUAL MEETING

41 of 45 Member Boards
64 guests

To Our VOLUNTEERS...

Please know that your efforts do not go unnoticed or underappreciated.

You are an essential part of the FSMTB, and we are grateful to have you on our team. Thank you for your dedication, your kindness, and your unwavering support.

Thank you!

Contributions

3,780 volunteer hours contributed to FSMTB

$126,600 of volunteer time donated



(volunteer hour value = $33.49. Source: Independent Sector)

FSMTB
FEDERATION OF STATE MASSAGE THERAPY BOARDS

PEOPLE

EDUCATION TASK FORCE
Shari Aldrich, WA
Lurana Bain, IL
Ed Bolden-Greer, TN
Winona Bontrager, PA
Katherine Brady, TX
Kristin Coverly, CO
Kirby Ellis, AR
Eric Hart, MT
Randall Nikola, UT
Lanez Perry-Boone, PA
Susan Salvo, LA

EXAMINATION DEVELOPMENT COMMITTEE (EDC)
Karen Armstrong, MI
Su Bibik, MI
Ed Bolden-Greer, TN
Jeryd Bolden-Greer, TN
Katherine Brady, TX
Vickie Branch, NH
Laurie Craig, GA
Nicole Davis, NJ
Chimere Figaire-Correa, WA
Sandy Fritz, MI
Rosendo Galvez, IL
Janet Kelly, AR
Bethany Lowrie, PA
Ceena Lund, KS
Debbie Martinez, TX
Wendy McGinley, ND
Susan Proffitt, MI
Dr. Tim Reischman, NC
Charlene Russell, MS
Susan Salvo, LA
Elan Schacter, NC
Cherie Sohnen-Moe, AZ
Tracy Sullivan, CT
Charles Watson, KY
Roberta Wolff, TX

ESTABLISHMENT TASK FORCE
Sandy Anderson, NV
Karen Armstrong, MI
Ed Bolden-Greer, TN
Mike James, AL
Rick McElroy, CA
Adrienne Price, GA
Charlene Russell, MS
Jeff Van Laanen, OR

POLICY COMMITTEE
Paul Andrews, MA
Chimere Figaire-Correa, WA
Elizabeth Kirk, NC
Linda Lyter, WV
Kay Warren, NC

LICENSE RENEWAL COMMITTEE (LRC)
Ed Bolden-Greer, TN
Elizabeth Kirk, NC
Jan Shaw, SC
Bianca Smith, NV

EXAMINATION POLICY
Chimere Figaire-Correa, WA
Linda Lyter, WV
Kay Warren, NC
Caroline Guerin, TX

NOMINATING COMMITTEE
David Cox, MD
Charlene Russell, MS
Sharon Oliver, MD
Jan Shaw, SC

CONTINUING EDUCATION REGISTRY REVIEW PANEL (RRP)
Robin Alexander, IN
Khadijah Athanase, LA
Katherine Brady, TX
Pattie Campbell, VA
Barbara Castaldi, GA
Kalu Chan, PA
Melissa Clark, OH
Laura Clayton, NC
Nicole Davis, NJ
Elisabeth Drake, CA
Janet Kelly, AR
Ceena Lund, KS
Grace McCall, MD
Dr. Tim Reischman, NC
Charlene Russell, MS
Becky SanGregario, NV
Elan Schacter, NC
Jan Shaw, SC
Bianca Smith, NV
Tracy Sullivan, CT
Tera Tonkins, IN
Richard Ventura, MO
Reina Vera, VA
Roberta Wolff, TX

FINANCE
Elizabeth Kirk, NC
Linda Lyter, WV

EXAMINATION ELIGIBILITY REVIEW PANEL (ERP)
Ed Bolden-Greer, TN
Linda Lyter, WV
Sharon Oliver, MD
Charlene Russell, MS
Tera Tonkins, IN

CONTENT DEVELOPMENT ADVISORY PANEL (CDAP)
Robin Alexander, IN.
Khadijah Athanase, LA
Katherine Brady, TX
Pattie Campbell, VA
Barbara Castaldi, GA
Kalu Chan, PA
Melissa Clark, OH
Laura Clayton, NC
Nicole Davis, NJ
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Rosendo Galvez, IL
Jimmy Gialelis, AZ
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Charlene Russell, MS
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Becky SanGregorio, NV
Judy Olivia Santana, TX
Elan Schacter, NC
Bianca Smith, NV
Tera Tonkins, IN
Richard Ventura, MO
Roberta Wolff, TX

VIRTUAL MEMBER EVENTS PRESENTERS
Samantha Nance, *EMWN Law, Compact Drafting Attorney*
Dale Atkinson, *Esq., The Atkinson Firm and FSMTB General Counsel*

ANNUAL MEETING PRESENTERS
Chris Muller-Tabanera, *Chief Strategy Officer, The Network*
Imran Ali, Senior Director, *Law Enforcement Training Education & Consulting and Attorney - Eckberg Lammers*
Aimee Schroeder, *Training and Education Coordinator / Investigation Specialist, Eckberg Lammers*
Bryan Freiss, *Director of Information Security and Security Services, Pearson VUE*
Eric D'Astolfo, *Vice President of Business, Pearson VUE*
Jim Isajewicz, *Analyst Manager Thomson Reuters Special Services, LLC*
Niki Munk, *PhD, LMT, researcher*
Mica Rosenow, *LMT, researcher*
Dale Atkinson, *Esq., The Atkinson Firm, FSMTB General Counsel*

MASSAGE BOARD EXECUTIVE SUMMIT PRESENTERS
Samantha Nance, *Esq., Embry Merritt Womack Nance, PLLC*
Prof. W. Keith *Campbell, University of Georgia*
Eddie Calienes, *Special Agent, U.S. Department of Health and Human Services, Office of Inspector General (HHS-OIG)*
Christine Bomber, *Compliance Professional in Postsecondary Education*