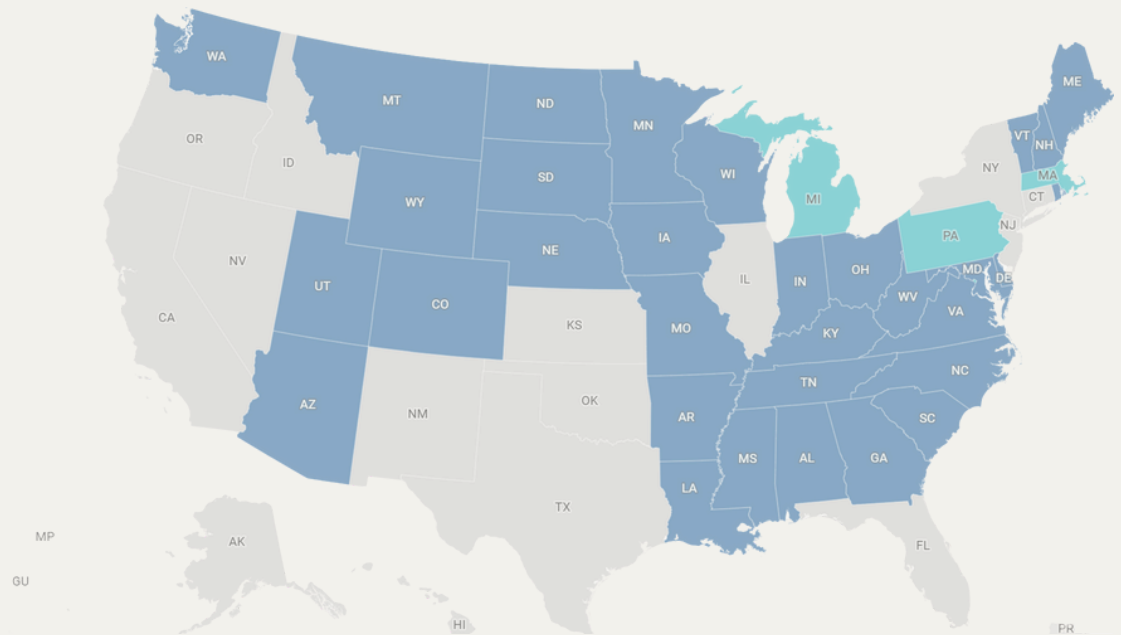




Fiscal Year 2025



Occupational Therapy Compact Commission

OTCC Annual Report



OTCompact.gov



1	<i>Table of Contents</i>
2	<i>Message from Chair</i>
3	<i>OT Compact Profile</i>
4	<i>Executive Committee</i>
5	<i>Finance Committee</i>
6	<i>Budget Report</i>
7	<i>Public Relations Committee</i>
8	<i>Rules Committee</i>
9	<i>Compliance Committee</i>
10	<i>Elections & Nominations Committee</i>
11	<i>ASMI Secretariat Impact</i>
12	<i>CompactConnect</i>
13	<i>OTC Member State List</i>
14	<i>OTC Member State List</i>
15	<i>OTC Member State Map</i>

T A B L E *OF* C O N T E N T S

Message from *Chair Lesly James*



I'm pleased to share the 2025 OTCC Annual Report, which covers Fiscal Year 2025 (October 1, 2024 – September 30, 2025). This report highlights the OTCC's achievements over the past year, provides updates from our committees, and includes the current status of each state's participation in the Occupational Therapy Compact (OTC). Over the course of FY25, our dedicated State Commissioners have continued to uphold the values of thoughtful and collaborative decision-making that define the OT Compact Commission (OTCC). Working closely with our legal counsel and executive director, this commitment has guided the successful development of CompactConnect – a groundbreaking national data-sharing system that sets a new standard for excellence. While the work has often been complex and demanding, the collaboration, persistence, and shared vision across the Commission have been deeply rewarding and central to bringing the OTC to life. I extend my sincere gratitude to our key partners for their ongoing support and contributions to the OT Compact and the OT Compact Commission.

Dr. Lesly Wilson James

Ph.D, MPA, PMP, OTR/L, FAOTA, FNAP

Main Topics



Committee
Reports



State
Statuses



Financial
Highlights



OT Compact Profile

2025

About the OT Compact Commission (OTCC)

About the Occupational Therapy Compact Commission (OTCC)

The Occupational Therapy Compact Commission (OTCC) serves as the governing body that oversees and facilitates interstate practice privileges for occupational therapists (OTs) and occupational therapy assistants (OTAs). The Commission's foremost priority is public protection, ensuring that interstate practice occurs within a framework that is legal, ethical, and well-regulated. Through the Compact, member states grant OTs and OTAs the privilege to practice across state lines, expanding professional mobility while maintaining high standards of care.

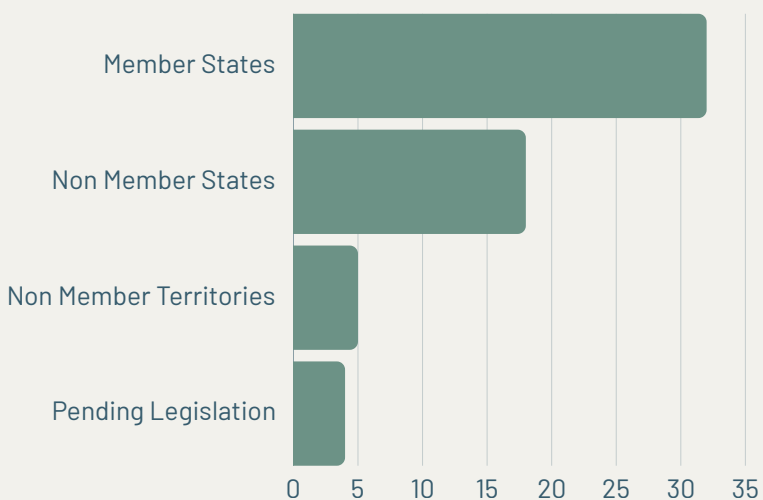


Chart Reflects OTC Status as of 9.30.25

This initiative enhances access to safe and effective healthcare, particularly in underserved and rural communities, and provides crucial continuity of practice for military families and others who relocate frequently.

By fostering collaboration among states, the OTCC strengthens the profession's capacity to meet public needs efficiently, responsibly, and consistently across jurisdictions.

To see the current list of OTC member states, visit: www.otcompact.gov/compact-map

Executive Committee 2025

Member	Role	State
Lesly James	Chair	South Carolina
Teri Black	Vice Chair	Wisconsin
Danielle Ward	Treasurer	North Carolina
Christina Bourland	Secretary	Minnesota
Missy Anthony	Member at Large	Ohio
Vanessa Beauchamp	Member at Large	Missouri
Venus Vendoures Walsh	Member at Large	Iowa
Barbara Williams	Ex-Officio	NBCOT
Chuck Willmarth	Ex-Officio	AOTA



Number of meetings in FY25
12

Accomplishment Highlights:

- approved OTCC staffing increase by 0.5 FTE
- obtained cybersecurity insurance
- approved three new rules for OTCC vote

The OTCC Executive Committee is empowered to act on behalf of the OTCC between Commission meetings, except for rule making or amendments of the compact.

The power of the Executive Committee to act on behalf of the Commission shall be subject to the Bylaws, Rules, and provision of the Compact. The Executive Committee ensures that OT Compact administrative services are appropriately contracted for and provided



Finance Committee

2025



Member	Role	State
Danielle Ward	Chair	North Carolina
Missy Anthony	Member	Ohio
Vonda Malnikoff	Member	West Virginia
Trent Gahl	Member	Montana

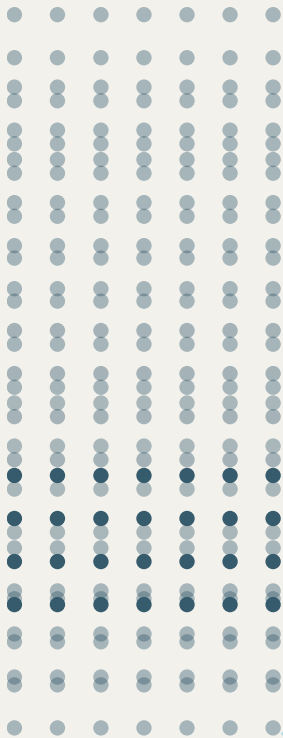
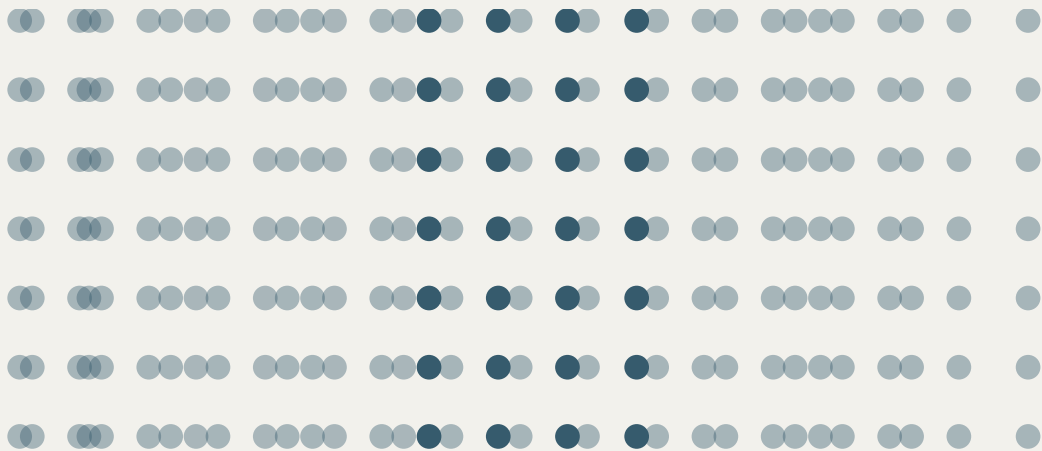
Number of meetings in FY25

4

Accomplishment Highlights:

- maintained surplus of funds
- completed FY24 Financial Audit
- planned FY26 budget

The OTCC Finance Committee provides fiscal oversight and ensures that the OTCC operates within its budget. The Finance Committee assists the OTCC in developing and managing financial resources to achieve its purposes.

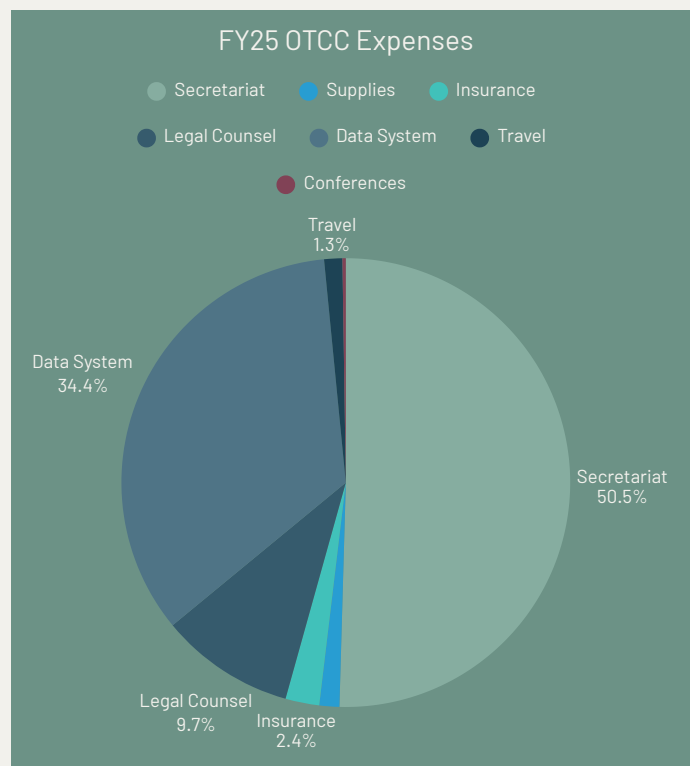


FY25 OTCC BUDGET REPORT

October 1, 2024 - September 30, 2025

The operating revenues of OTCC were solely from two grantors: The American Occupational Therapy Association (AOTA) and the National Board for Certification in Occupational Therapy (NBCOT). The largest expense was the contract with the Association and Society Management (ASMI) to provide Secretariat, Executive Director, and Project Manager services to the Compact. The second largest expense was the continued development of the data system, CompactConnect. The OTCC ended FY25 with \$283,310 in retained earnings that will go toward supporting OTCC operations in FY26, until the OTCC begins earning revenue from issuing privileges to practice.

Fiscal Year	2025
Start Date	October 1, 2024
End Date	September 30, 2025
New Revenue	\$262,500
Prior Year Retained Earnings	\$299,298
Total Revenue	\$561,798
Secretariat	\$153,125
Supplies	\$4,364
Insurance	\$7,401
Legal Counsel	\$29,440
Data System	\$104,455
Travel	\$3,967
Conference	\$735
Total Expenses	\$303,487



Beginning Balance (Retained Earnings) for Fiscal Year 2026: \$283,310

Public Relations Committee

2025

Number of meetings in FY25

5

Accomplishment Highlights:

- 4 presentations
- 24 office hours
- 10 week series of LinkedIn posts
- 1 annual report
- .gov website transition

Member	Role	State
Chris Daly	Chair	Arizona
Missy Anthony	Member	Ohio
Lesly James	Member	South Carolina
Kathy Weed	Member	Washington
Lise Faulise	Member	Rhode Island

The OTCC PR Committee is empowered to administer all general communication needs of the OT Compact and the OTCC. The PR Committee extends outreach to commissioners, administrators, media, and the public via regular updates on the OTCompact website.

Rules Committee

2025

Number of meetings in FY25

10

Accomplishment Highlights:

- 4 new rules
- 2 amended rules
- 16 responses to public comments
- improved rules formatting

Member	Role	State
Claire Covert-Bybee	Chair	Nebraska
Teri Black	Vice Chair	Wisconsin
Vanessa Beauchamp	Member	Missouri
Adrienne Price	Member	Georgia
Vacant	Member	

The OTCC Rules Committee develops uniform Compact rules, bylaw amendments, and policies for consideration by the Executive Committee and the Commission. It encourages concurrent implementation of state legislation. The committee regularly reviews existing rules and recommends necessary changes to the Executive Committee and Commission for consideration.



Compliance Committee

2025

Number of meetings in FY25

3

Accomplishment Highlights:

- 31 state requirements identified in OTC legislation
- drafted state requirement checklist
- established compliance accountability process

Member	Role	State
Adrienne Price	Chair	Georgia
Danielle Ward	Member	North Carolina
Jessica Bolduc	Member	Maine
Vacant	Member	
Vacant	Member	
Vacant	Member	



The Compliance Committee ensures accountability and uniform implementation of the Compact across all member states. It develops and implements processes to conduct reviews of state adherence to the Compact’s laws and authorized rules. The committee promotes transparency, consistency, and integrity in the administration of interstate occupational therapy practice.



Elections & Nominations Committee 2025

Number of meetings in FY25

5

Accomplishment Highlights:

- established efficient process for certifying elections
- certified 3 executive committee officer votes
- determined FY26 officer rotation outreaches

Member	Role	State
Trent Gahl	Chair	Montana
Christina Bourland	Member	Minnesota
Karen Rohrer	Member	Delaware
Vacant	Member	
Vacant	Member	
Vacant	Member	

The Elections Committee manages and facilitates the Commission’s electoral process, including vote certifications. It encourages active participation on committees and during elections. It informs the Commission of important timelines, including nomination deadlines and anticipated vacancies on Committees.

ASMI ANNUAL IMPACT REPORT for Occupational Therapy Compact Commission

ASMI is committed to working in a space that positively impacts people. Our staff supports, guides, and promotes the professions and industries that impact people around the world every day. ASMI delivers expertise and performance to help transform socially principled organizations from good to great.



SCOPE OF WORK

DETAILS

DELIVERABLES

General & Administrative

Facilities, staffing, operations,

- HQ office
- Team Specialists
- Human Resource Management
- Record maintenance
- Commission Support

Financial & Corporate Business

Monitor financial performance

- Manage accounts payable/receivable
- Reconcile monthly statements
- Develop budget with Treasurer
- Secure filing services / prepare audit reports
- Provide sound fiscal management program
- Seek funding opportunities

Governance

Facilitate Commission & Committee Meetings

- Strategic planning and implementation
- Prepare meeting agendas, minutes, reports, post notices and approved minutes
- Prepare draft rules and ensure rulemaking procedures are followed, including public comment processes
- Monitor regulatory compliance

Data System
CompactConnect

Project management & administration

- Contract negotiations with collaborators
- Pilot/Beta testing & production environments
- Support state onboarding and data uploads
- Operationalize practitioner applications
- Provide technical & administrative support to states and practitioner applicants

Communications

Development & Outreach

- Develop reporting and communication templates
- Manage website
- Promote & expand the OTC's presence
- Maintain & monitor email services
- Develop proposals
- Create & facilitate presentations, attend conferences, provide education
- Manage external stakeholder relationships

On behalf of the Occupational Therapy Compact Commission, ASMI provides all necessary management infrastructure including appropriate staffing, technology, and resources.

ADMINISTRATIVE

Elizabeth Armstrong
Barbara Arango
Adrienne Wilson
Amanda Perry

OPERATIONS

Amanda Perry

FINANCIAL

Elizabeth Armstrong
Barbara Tyeryar
Clay Tyeryar
Amanda Perry

DATA SYSTEM

Katie Schlesinger
Amanda Perry

COMMUNICATIONS

Dawn Shiley
Amanda Perry

COMPACT CONNECT



CompactConnect - supporting states

In FY25 the OTCC Executive Committee approved the budget to increase staff by adding a project director specifically dedicated to supporting states in onboarding data into CompactConnect. At the close of FY25, 14 states (IT and Admin teams) received CompactConnect onboarding training. Three states successfully uploaded test data into CompactConnect, with other states internally establishing processes and formatting required data fields.

CompactConnect - a collaborative effort

Development of CompactConnect is a collaborative effort among the Joint Compact Commission (JCC*), the Council of State Governments (CSG), and InspiringApps (IA) - the data system developers. In the last quarter of FY25, these collaborators successfully launched a minimally viable product (MVP). This means that the data system is - at a minimum - ready to receive states' data and facilitate practitioner applications in ready states. The JCC, CSG, and IA immediately got to work determining what priority, enhanced features will be developed throughout FY26.

CompactConnect is an open source data system that is available for use by other interstate licensure compacts. *JCC = Audiology/Speech Language Pathology, Counseling, and Occupational Therapy Compacts

CompactConnect - for practitioners

CompactConnect houses the application process for Occupational Therapy practitioners to apply for privileges to practice (PtP) in OTC member states. Eligible practitioners' data must be uploaded into CompactConnect by their home state (state of primary residence) before the practitioner can create an account in CompactConnect and complete the applications. Once the application is completed and all associated fees are paid, the practitioner will receive his/her privilege(s) to practice within minutes. Multiple state PtPs can be purchased in one transaction.

32

number of OTC
member states

14

number of OTC
member states
who received
CompactConnect
training in FY25


























78

number of
meetings the OTC
staff attended in
FY25 to develop
CompactConnect

1.38

million dollars
spent in FY25 by
collaborators to
develop
CompactConnect

States' OTC Membership Status

	STATE	COMPACT EFFECTIVE DATE	COMMISSIONER
	Alabama	Jun 1, 2022	Amanda Smith
	Alaska	Not in the OTC	-----
	Arizona	Apr 6, 2022	Chris Daly
	Arkansas	Aug 1, 2023	Juli Carlson
	California	Not in the OTC	-----
	Colorado	Jul 6, 2021	Zen Mayhugh
	Connecticut	Not in the OTC	-----
	Delaware	Aug 4, 2022	Karen Rohrer
	Florida	Not in the OTC	-----
	Georgia	Jul 1, 2021	Adrienne Price
	Hawaii	Not in the OTC	-----
	Idaho	Not in the OTC	-----
	Illinois	Not in the OTC	-----
	Indiana	Jul 1, 2023	Sharon Pape
	Iowa	Jul 1, 2022	Venus Vendoures-Walsh
	Kansas	Not in the OTC	-----
	Kentucky	Apr 8, 2022	Rhonda "Jill" Phelps
	Louisiana	Jan 1, 2024	Vincent Culotta
	Maine	Jun 22, 2021	Jessica Bolduc
	Maryland	Oct 1, 2021	Michelle Bianchi
	Massachusetts	Not in the OTC	-----
	Michigan	Not in the OTC	-----
	Minnesota	Aug 1, 2024	Christina "Chris" Bourland
	Mississippi	Jul 1, 2023	Felicia Wang
	Missouri	Aug 28, 2021	Vanessa Beauchamp

States' OTC Membership Status

	STATE	COMPACT EFFECTIVE DATE	COMMISSIONER
	Montana	Oct 1, 2023	Trent Gahl
	Nebraska	Jul 18, 2022	Claire Covert-Bybee
	Nevada	Not in the OTC	-----
	New Hampshire	Jul 1, 2021	Erica Lamy
	New Jersey	Not in the OTC	-----
	New Mexico	Not in the OTC	-----
	New York	Not in the OTC	-----
	North Carolina	Jun 11, 2021	Danielle Ward
	North Dakota	Aug 1, 2025	Jacinda Simmons
	Ohio	Jun 30, 2021	Missy Anthony
	Oklahoma	Not in the OTC	-----
	Oregon	Not in the OTC	-----
	Pennsylvania	Not in the OTC	-----
	Rhode Island	Aug 1, 2024	Lise Faulise
	South Carolina	May 13, 2022	Lesly James
	South Dakota	Jul 1, 2023	Megan Johnke
	Tennessee	Apr 19, 2022	Noranda French
	Texas	Not in the OTC	-----
	Utah	May 4, 2022	Lisa Martin
	Vermont	Jul 1, 2025	Emily Tredeau
	Virginia	Jan 1, 2022	Leah Savelyev
	Washington	Jun 9, 2022	Kathy Weed
	West Virginia	May 26, 2022	Vonda Malnikoff
	Wisconsin	Feb 5, 2022	Teri Black
	Wyoming	Jul 1, 2022	Andrew Stiles

"The purpose of the OT Compact is to facilitate interstate practice of Occupational Therapy with the goal of improving public access to Occupational Therapy services... The OT Compact preserves the regulatory authority of states to protect public health and safety through the current system of state licensure."
[OT Compact Legislation](#)

Annual Report



Fostering Transparency of the Occupational Therapy Compact Commission



Prepared by:

Chair Lesly Wilson James

Treasurer Danielle Ward

Public Relations Chair Chris Daly

Executive Director Amanda Perry

& the OTCC Public Relations Committee

FOR MORE INFORMATION



571-360-6026



www.OTCompact.gov



ExecutiveDirector@OTCompact.gov