

Children's Community Physicians Association and CCPA Purchasing Partners, LLC presents

ANNUAL MEETING: TIME FOR A CHECK-UP

WEDNESDAY, MAY 14, 2025
10:30 A.M.— 6:00 P.M.

Fountain Blue Banquets & Conference Center
2300 Mannheim Road
Des Plaines, IL 60018

SCHEDULE OF EVENTS

9:30–10:30 a.m. REGISTRATION

10:30–Noon Paul Vanchiere, MBA
Budgeting for Pediatric Practices

12:30–1:30 p.m. LUNCH

1:30–3:00 p.m. Raquel Torres, SHRM-CP, RACR
HR: Maximizing Employee Relations

3:30–5:00 p.m. Paul Vanchiere, MBA
Financial Monitoring

5:00–6:00 p.m. COCKTAIL HOUR

RSVP DEADLINE FRIDAY, MAY 2, 2025

Online registration available at ccpaipa.org/news-events/2025-annual-meeting

This meeting is free of charge to all attendees.

At the conclusion of this learning session, participants will be able to:

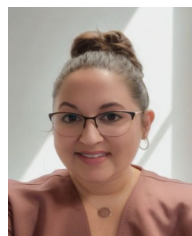
- Learn how to create a budget. Understand the importance of pediatric practices to have a budget. Recognize who in the practice should be involved in the budget planning process. Discover how to budget for new income streams.
- Analyze current national healthcare staffing trends and compare them to the realities within the practices. Explore the impact of training, team building, and workplace culture on retention. Learn strategies for navigating difficult conversations with a focus on strengthening retention and engagement.
- Identify what key financial reports practices should track monthly, quarterly, and yearly. Learn how to prevent internal practice fraud and what to do if fraud is suspected within your practice.

SEMINAR SPEAKERS:



Paul Vanchiere, MBA is a seasoned healthcare administration and financial management expert with over 20 years of experience collaborating with physicians in pediatrics, cardiology, and pathology. Paulie's background includes working within a physician-owned health network and contributing to physician practice acquisitions for Texas's largest not-for-profit hospital network. Having this diverse experience provides Paulie with a distinctive perspective on the healthcare industry. His primary focus lies in conducting comprehensive financial analyses, encompassing practice expenses, physician compensation, and negotiations for managed care contracts.

As the founder of the Pediatric Management Institute, Paulie is dedicated to supporting pediatric practices at all stages of development, addressing financial and operational challenges with tailored solutions. Beyond his professional expertise, he is an advocate for healthcare access and education for children with special needs.



Raquel Torres, SHRM-CP, RACR is a dynamic human resources and learning & development leader with over a decade of experience in the healthcare industry. A certified facilitator in LeadIn30™ and multiple Crucial Learning® programs— including Crucial Conversations®, Influencer®, Crucial Accountability®, The Power of Habit®, and Getting Things Done®- Raquel specializes in equipping individuals and organizations with the tools to communicate effectively and lead with confidence. As a predictive index analyst, she brings data-driven insights to workforce development and team optimization.

Passionate about empowering others, Raquel blends expertise with energy, making her training sessions both impactful and engaging. A dedicated wife and mother of four, she infuses her sessions with real-world relatability, humor, and a hands-on approach to adult learning.