

BACH INSIDER

December 2025



We are excited to share an important milestone in the advancement of the H.O.P.E. Project. BACH officially released the Request for Proposals (RFP) earlier this fall, inviting organizations to submit their vision, expertise, and innovative approaches to support this impactful initiative.

The submission deadline closed on November 18, and we are thrilled to report that we received nine strong applications from a diverse group of partners.

Our team is currently in the process of carefully reviewing each proposal to ensure alignment with the project's goals and long-term community impact. We are encouraged by the quality and creativity reflected across all submissions.

All award recipients were notified by email on December 17. Thank you to all the applicants for their dedication and

commitment to this important work; your efforts bring us one step closer to expanding opportunity and supporting our community through the H.O.P.E. Project.



Karen Heyward-West
Executive Director

Alicia Lawrence

A BACH Success Story Still Being Written



Alicia Lawrence's journey through the Baltimore Alliance for Careers in Healthcare (BACH) is a shining example of what determination, integrity, and intentional growth can produce. As a BACH Fellow, BACH Fellow Ambassador, Coppin State University student, and now a participant in the BACH CNA-1 Training Program, Alicia has continuously proven that leadership is not just a title - it is a lifestyle marked by character, drive, and an unwavering commitment to becoming her best self.

From the moment she joined the BACH Fellows program, Alicia distinguished herself through her willingness to learn, her openness to mentorship, and her proactive approach to utilizing every available resource. She does not wait for opportunity - she prepares for it, reaches for it, and makes the most of it. That mindset has earned her the respect of peers, mentors, and healthcare partners across the BACH network.

In celebration of BACH's 20th Anniversary, Alicia was selected as a featured speaker, standing before a room of leaders, employers, alumni, and supporters to tell her story of resilience, discovery, and intentional growth. Her words reflected not only her personal evolution but also the ripple effect of BACH's vision of changing lives, elevating futures, and empowering individuals to thrive in healthcare careers. Alicia exemplifies exactly what this work is all about.

 **BALTIMORE ALLIANCE FOR
CAREERS IN HEALTHCARE**
Creating Pathways to Opportunities

Yet Alicia's story does not end here. Her journey is still unfolding, and her goals continue to expand. As she advances through the BACH CNA-1 training and pursues her degree at Coppin, Alicia is actively seeking opportunities within the healthcare industry that will strengthen her skills, deepen her experience, and support her development as a compassionate and competent healthcare professional, now and in the years to come.

Alicia Lawrence is not just a graduate, not just a participant... she is a testament to what happens when dedication meets opportunity. And she is undoubtedly a BACH success story - a success story still being written.





Onward and Upward: The Inspiring Ascent of Stephanie Helmick

Stephanie Helmick is a powerful reminder that success in healthcare is not reserved for those who start at the top, it is built by those who refuse to stop climbing. A proud graduate of BACH's Medical Assistant Program and a dedicated employee at Greater Baltimore Medical Center (GBMC), Stephanie embodies the spirit of perseverance, growth, and self-determination. Today, as she pursues her CNA-1 license through BACH, she continues to elevate her knowledge and strengthen her skill set, proving that her journey in healthcare is far from finished.

From the beginning, Stephanie approached her professional development with a clear purpose: to improve her life and create a sustainable, meaningful career in the healthcare field. She recognized early that BACH represented more than just training; it represented access, opportunity, and transformation. As she has often stated, the chance to participate in BACH's programs came right when she needed it most. Faced with the option to quit or push forward, Stephanie made a defining choice: *She couldn't quit. She wouldn't quit. And she didn't quit.*

That decision changed everything.

Stephanie has shown, time and time again, what hard work, resilience, and unwavering determination truly look like. Her story reflects the essence of BACH's mission. Not only has Stephanie advanced through the Medical Assistant Program and secured employment with GBMC, but she has returned once again to expand her expertise through the CNA-1 training, demonstrating her dedication to lifelong learning and to providing exceptional patient care.

At BACH's 20th Anniversary Celebration, Stephanie stood proudly as a presenter, sharing her journey with authenticity and heartfelt gratitude. She spoke of the impact BACH has had on her professionally and personally, and how the organization helped her step into possibilities she once thought were out of reach. Her testimony resonated deeply, reminding everyone present that the right support at the right time can alter a life's trajectory. Stephanie's commitment extends beyond her own success. She has become a true ambassador for BACH, making referrals, telling her story, and encouraging others to walk through the same doors of opportunity that opened for her. She lifts as she climbs - a hallmark of leadership and purpose. As Stephanie continues her ascent in the healthcare field, one thing is clear: there is no limit to where her determination will take her next.

Onward and Upward, Stephanie Helmick.

Your journey inspires us, and we look forward to witnessing all the chapters of success still ahead.