



YOUNG MEN AND WOMEN IN CHARGE
FOUNDATION, INC.

Volunteer Spotlight

Melanie Speece

Melanie Speece is Senior Human Resource Business Partner at Ancillare, LP. She, as well as many of her colleagues at Ancillare, have volunteered at YMWIC on many occasions. Recently, Melanie was guest presenter at our Second Annual Alumni Retreat (pictured). When we asked what she found most rewarding about her volunteer experience with YMWIC, she replied, "I found spending time with the Scholars extremely rewarding. They proved to be passionate and energetic with achievable goals. The sharing that took place that day was valuable to all attending."



Melanie shared her academic journey and accomplishments. "I earned a Bachelor of Arts (BA) degree in Sociology from LaSalle University, which I attended in September after graduating high school. LaSalle was my first pick for college since it was local, and I had to fund my own education. I was able to commute to school while maintaining a full-time second-shift job. During the course of my career, I have continued my education enrolling in certification programs for Benefits, Training & Development and Organizational Development. I also attended a post-graduate program at Penn State Abington. I am an example of never being too old to learn since I did not begin my Graduate degree program until my children were attending college. I earned my Masters of Science in Human Resource Management from Holy Family University the same year my eldest child received his BA."

We asked about her career path and how it led to where she is today, and she replied, "My first 'real' job post-college was working as a payroll clerk at a distribution center warehouse and manufacturing facility. It was a three-person HR Department; within 18 months, I was leading the department. The facility relocated a year later, and I was tasked with the administration of the office relocation. I led that department for a total of five years; then the manufacturing facility was sold, and the company offered me a full-time position as a retail recruiter."

At this point, I decided I wanted to make Human Resources my career. I remained with the same organization for almost 25 years, changing roles from Recruiting, to Benefits, to HR, to Training & Organizational Development. I worked through two mergers and realized there was more to HR, so I took a chance and changed employers. Changing employers provided me opportunities which included the opportunity to work on my Graduate degree."

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Along the way, she has learned the importance of failure, how to learn from it and use it as a stepping stone. She shared this story, “I thought one of the jobs I had during my career was a failure initially; but ultimately, it was not a failure but a mistake. I accepted a job I thought would enhance my career but found out shortly after starting that the employer was not what they had presented during the interview stage. Through networking and connections, within three months I located and started a new role in a non-profit. This was my first role working in a not-for-profit setting. It proved to be the role I had been seeking. It was a very rewarding and educational tenure; but unfortunately, with me and children in college, I needed to seek a role in the for-profit sector. Because prior experience of the short tenure role, I established target employers and searched for the right fit. I found it and accepted a role that was with an employer of choice that provided opportunities for career and knowledge growth.”

Melanie’s current company, Ancillare LP, has provided support to YMWIC several times through Employee Giving. She says, “We held a School Supply Drive and provided New Employee-Donated School Supplies to the Program. As Human Resources lead, I had initiated those drives at the organization. This was my first opportunity to provide support directly.”

We value and appreciate Melanie and her colleagues at Ancillare LP for their continued support of our Scholars! Thank you, Melanie, for your engaging and informative presentation at the Annual Alumni Retreat. You are truly an example of a life-long learner who understands the value of commitment.