



Janeine Spencer, Member At Large

Janeine Spencer is the Chief People & Culture Officer for the YMCA of South Hampton Roads, where she leads the organization's people strategy and works to strengthen culture, leadership, and organizational effectiveness. She brings more than 20 years of human resources experience. Prior to joining the YMCA, Janeine held strategic human resources leadership roles with Dollar Tree, Amazon, and Payless ShoeSource.

Janeine earned her Bachelor of Arts from James Madison University and her Master of Arts in Human Resource Management from The Catholic University of America in Washington, D.C. She holds several professional certifications, including Senior Professional in Human Resources (SPHR), SHRM Senior Certified Professional (SHRM-SCP), and Prosci Certified Change Practitioner (CCP).

Since beginning her service with Girl Scouts of the Colonial Coast, Janeine has contributed her experience and perspective as a member of the Ad Hoc Strategic Planning Committee and the Board Development Committee. She is honored to expand that service as a member of the Board of Directors and looks forward to continuing to support the organization's mission, long-term strategy, and development of the next generation of women leaders.

Her commitment to leadership and community extends beyond GSCCC. Janeine also serves on the Board of Directors for Envision Lead Grow, an organization dedicated to empowering girls and young women through entrepreneurship and leadership development. Throughout her career and community service, she has been a champion for developing people, strengthening organizations, and creating environments where individuals have the opportunity to thrive.

In her remaining spare time, Janeine is currently pursuing her certification as an executive coach through the International Coaching Federation (ICF-PCC).

Janeine grew up in Virginia Beach and was herself a Girl Scout Brownie with a local troop, making her service to GSCCC especially meaningful. She now resides in Chesapeake with her husband, Harry, and their two sons, Harry Jr. and Hayden.