



**G.E.  .R.**  
**INCORPORATED**  
Get One, Teach One, Save One

**Children of Incarcerated Parents Receive Support and  
Education to Prevent Future Incarceration**

# Agenda

Introduction

Session Overview

Target Demographics

Why Choose Us

Statistics of Intergenerational Incarceration

Breakout Session

Partnership

Q&A

# Presenters

## Anita Michelle Johnson Founder & Chief Financial Officer

Anita-Michelle is the Founder and CFO of G.E.A.R. (Generations Empowered & Restored) Inc founded in January 2009. G.E.A.R. Inc. is a nonprofit that has built its framework around advocating for children of incarcerated parents. She has a 15-year Ministry background and a Bachelor's of Science in Management and Master of Science in Psychology from the University of Phoenix. In addition to being the CFO of G.E.A.R. Inc, she is also the proud owner of (2) local small businesses also under the Generations Empowered and Restored Empire. These businesses are all relevant to the heartbeat and needs of the community. Her true conditioning for this work comes from her own life experiences with her father's incarceration and helping her daughter through the emotional devastation of her father's 9-year incarceration. She has now placed her daughter Torea A. Savage as CEO of The G.E.A.R. Inc Organization after being its CEO for the last 15 years. She believes in the empowerment of generations hence the reason the G.E.A.R. Mission is to always "Get One, Teach One, Save One."

## Torea Savage Chief Executive Officer

Torea A. Savage is 27 and has always had a passion for working with and serving children. In high school she took an interest in Early Childhood Development so much so she was chosen to work internships at community daycares. After graduation she attended Wake Technical Community College where she majored in Computer Science and minored in Child Development. These skills and her mother's guidance have taught and prepared her well. She has taken her found purpose, skills and education to the next level and is now Chief Executive Officer of G.E.A.R. Inc.; an organization founded by her mother but inspired by her life.

## Stan Brown Chairman

Stanley D. Brown is a Raleigh native, he is the owner and founder of QuickShip, LLC and Reviive Global, LLC. and presiding pastor of Highways and Hedges Mission Ministries. Stan's life experiences has helped him understand the importance of serving the community and the people in it. As a child, Stan witnessed and lived through his mother's incarceration. During the duration of his mother's sentence Stan lived with his grandmother. He made a promise to himself that he wouldn't become a second generation incarcerated, instead he is committed to serve youth facing and experiencing the same trauma. Advocating for children without fathers and being a voice with and for single family homes has been his focal work. In 2024 he joined the G.E.A.R. Inc. Board of Directors as Chairman and as a concerned active member of the community. He is dedicated to the service and work of the G.E.A.R. cause and most importantly to each child and their guardian(s) that we embrace.

# Who Is This Session For?

This session is designed for:

- Former incarcerated parents and/or children of formerly incarcerated parents
- Family Members of incarcerated and former incarcerated people
- Concerned Community Leaders and Members who CARE

# Session Overview

The objective is to introduced attendees to.....

- G.E.A.R. Incorporated, their tools and resources
- The support and assistance they provide
- The programs the participants will matriculate through and how they will be beneficial to them now and long term
- How G.E.A.R. Inc's resources can save and change the lives of many young people who otherwise may never have a chance to quality education and a productive environment
- How the custodial parent or guardian(s) is provided with a opportunity to learn skills and tools to navigate through their trauma and life challenges

# About Us

**G.E.A.R. Inc.**

## **GENERATIONS EMPOWERED AND RESTORED**

We thrive to strengthen family dynamics by providing essential resources that enhance communication and functionality between parents and children in today's society. Through structured programs, counseling sessions, and peer support groups, we offer guidance to both children and parents during a loved one's incarceration. G.E.A.R. is dedicated to fostering the ongoing growth and development of children impacted by parental incarceration. We provide the resources and guidance necessary to help children navigate challenges, build resilience, and thrive both during and beyond their loved one's incarceration.

# Our Mission



**G.E.🍏.R.**  
**INCORPORATED**  
Get One, Teach One, Save One

GET ONE, TEACH  
ONE, SAVE ONE



# Our Vision

Our vision is to encourage positive social interaction, facilitate communication with others, and provide a safe and trusting environment for children with incarcerated parents or guardians. Our goal is to stabilize and support children socially, emotionally, and academically to prevent future incarceration.





# Who We Serve and Why We Serve

**G.E.A.R. Inc. was established to strengthen families of incarcerated parents.** G.E.A.R.'s primary objective is to avoid incarceration of future generations by encouraging stronger and healthier family units by sustaining the child(ren) and guardian(s) in their necessary areas.

**F.A.C.T. 37% of our prison population has had at least one immediate family member incarcerated.**

**(Parents and Children Together, Inc, 2008)**

# OUR Target Demographics



# Our Target Market



## Target Audience Demographics

Youth ages 5-20 within Wake and Johnston Counties directly affected by their incarcerated parent(s).

Assisting their guardians in essential areas to help stabilize the emotional health and productivity of the child(ren).

## Additional Targets

Target clients should also include:  
Incarcerated parents

## Number of children affected

\*5 million children in the U.S. have had a parent incarcerated at some point in their lives.

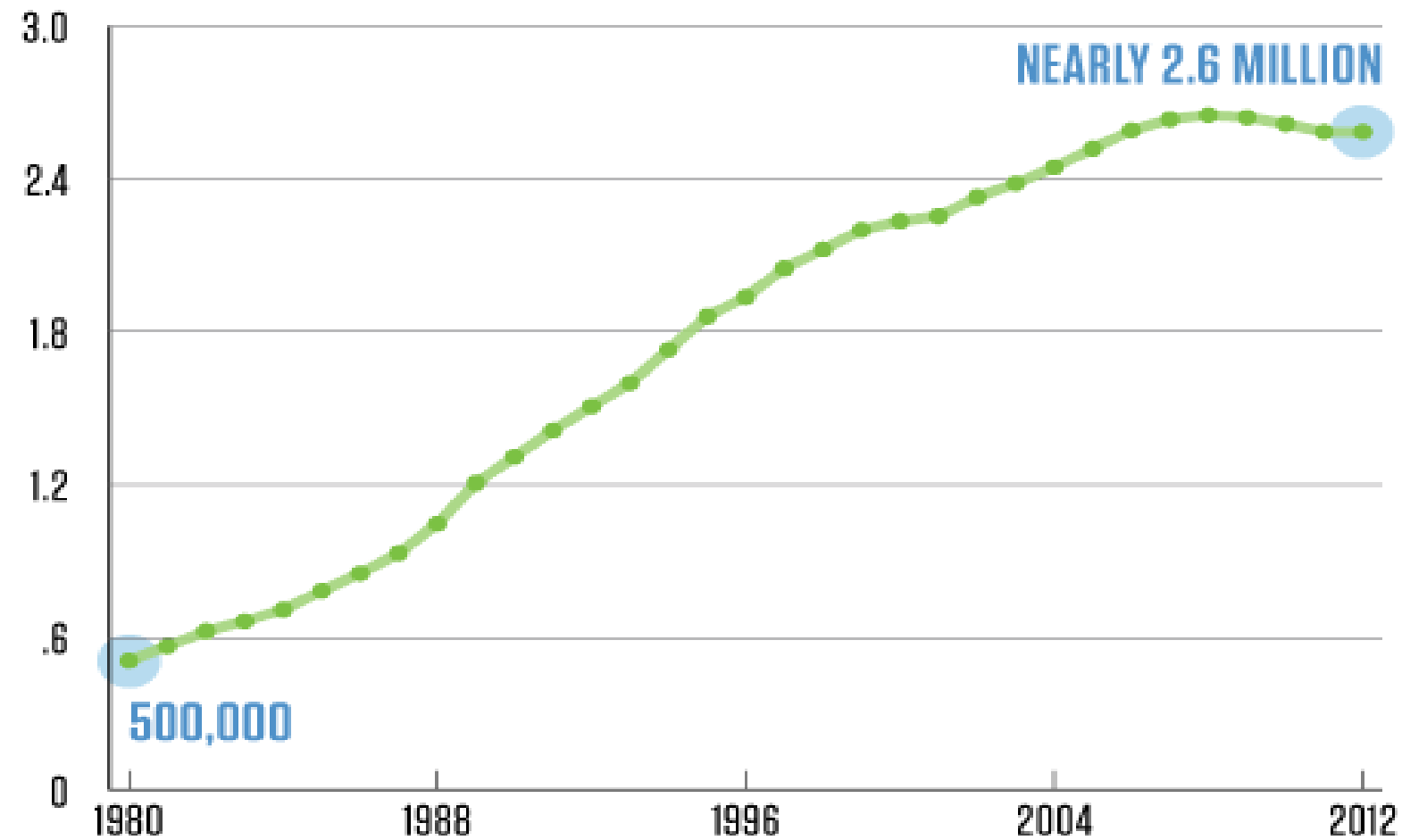
\*About 2.7 million children have a parent currently incarcerated in the U.S

[Paola Scommegna, Dec 3 2014](#)



**THE NUMBER OF U.S. CHILDREN WITH AN INCARCERATED PARENT GREW FIVE TIMES FROM 1980 TO 2012.**

NUMBER OF CHILDREN UNDER 18 (IN MILLIONS)



**1 IN 25**  
U.S. CHILDREN HAD  
A PARENT BEHIND  
BARS IN 2012.

**A MAJORITY OF  
U.S. PRISONERS  
HAVE MINOR  
CHILDREN.**

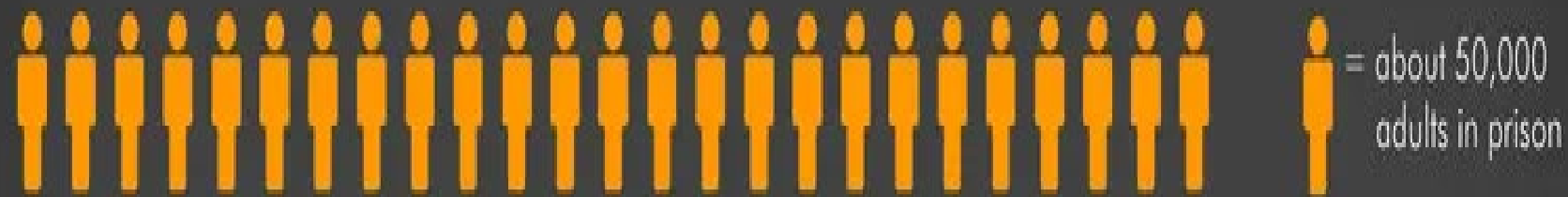
**Source:** Bryan Sykes and Becky Pettit, "Mass Incarceration, Family Complexity, and the Reproduction of Childhood Disadvantage," *The ANNALS of the American Academy of Political and Social Science* 654, no. 1 (2014): 127-49.

# Statistics Showing Ratio of Children with Incarcerated Parents and Generational Incarceration 2016

About half of people in state prisons are parents to children under 18

In fact, there are as many children with a parent in prison as there are adults in prison.

1,248,300 ADULTS IN STATE PRISONS NATIONWIDE



1,252,100 MINOR CHILDREN WITH A PARENT IN STATE PRISON

Source: Bureau of Justice Statistics' *Survey of Prison Inmates, 2016* and *Parents in Prison and their Minor Children*.

**PRISON**  
POLICY INITIATIVE

The harms of mass incarceration span generations

Of the 1,248,300 people in state prisons nationwide...

405,000 (33%) had an **incarcerated parent**



269,700 (67%) of those with an incarcerated parent now have a child of their own.

852,200 (69%) **are parents**



Of the parents in prison, 585,800 (69%) have at least one minor child.

Collectively, they are parents to **1,252,100 minor children**



That's even more impacted children than there are adults in state prisons.

Each figure represents about 50,000 individuals

Sources: Bureau of Justice Statistics' *Survey of Prison Inmates, 2016* data and *Parents in Prison and their Minor Children*

**PRISON**  
POLICY INITIATIVE

# Characteristics of Affected Children

Children with incarcerated parents are often younger than 10.

They are more likely to live in low-income families of color.

They are more likely to have a young single mother with limited education.

## Risks for affected children

Children with incarcerated parents are at an increased risk for physical and mental health problems.

These problems can interfere with their adjustment at home and school, and ultimately compromise their academic performance.

- Half of people in prison are parents to minors, leaving 1.25 million kids struggling to cope
- Nearly half (47%) of the approximately 1.25 million people in state prison are parents of minor children, and about 1 in 5 (19%) of those children is age 4 or younger. Altogether, parents in state prison reported roughly 1.25 million children, meaning the number of people in state prison almost exactly mirrors the number of impacted minor children. Research indicates that children of incarcerated parents face formidable cognitive and health related challenges throughout their development.

**Sited from “Both sides of the Bars :How mass incarceration punishes families” Leah Wang, August 11, 2022**

# Why You Choose Us?

01

## **Comprehensive Support for Families Affected by Incarceration**

G.E.A.R. offers programs, counseling, and peer support to strengthen parent-child communication and stability during and after incarceration.

02

## **Child-Centered Growth and Development**

G.E.A.R. fosters resilience, well-being, and success for children affected by incarceration through ongoing support and resources.

03

## **Legally Established and Mission-Driven**

G.E.A.R. operates exclusively to support children and their guardian(s) ensuring all efforts align with its mission to empower and restore generations through structured and meaningful



# Situation Analysis-SWOT

## Strengths

What Strengths does this type of business?

**Healing from Inside Out**

## Opportunities

What Opportunities Does this business have?

**KEEPING CHILDREN OUT OF PRISON PIPELINE**

**Supporting Custodial Parent or Guardian(s)**

## Weaknesses

What Weaknesses does this type of business see?

**Blurred Lines of Obligation**

## Threats

What Threats Does this business have?

**Some May NOT Qualify leaving them open to negative influences**



# Infrastructure Short Term Goals

- Keyz4Life Program
- Food Bank Connection
- Clothing Inventory (children and custodial parent/guardian(s))
- Tutoring for Clients (Children and Custodial Parent/  
Guardian(s))
- Educational Resources for Custodial Parent/ Guardians)  
(workshops, literacy programs, on the job skills)
- Sponsors
- Grants
- Crowd Funding

# Infrastructure Long Term Goals

- G.E.A.R. INC Family Center for Success and Development
- G.E.A.R. Academy
- Computers
- STEM Programs
- College Scholarships
- Trade Education
- Transportation(ie. van, bus)
- Expansion outside of Initial Area

# Examples of Community Partners

- Public Figures
- Organizations that assist incarcerated mothers and fathers with re-entry and rehabilitation
- Local Publications (newspaper, magazines electronic and printed)
- Local Media (podcasts, news)
- Social Media Platforms
- Crowd Funding







# Breakout Session

# Exercise Explanation

Participants will brainstorm ways to provide support for each assigned family scenario using G.E.A.R. resources or new approaches that could be beneficial.

Impact factor	Solutions
<b>Emotional Support:</b> What programs, mentorships, or counseling options could help _____ cope with their parents' incarceration?	
<b>Academic Support:</b> How can _____ receive additional educational assistance to prevent them from falling behind?	
<b>Financial Assistance &amp; Childcare Solutions:</b> What grants, community resources, or support networks could assist _____ in managing costs and balancing work with caregiving?	
<b>Family Reintegration &amp; Future Prevention:</b> What strategies could help maintain a healthy relationship between the children and their incarcerated parents to prevent future cycles of incarceration	

# The Scenario Family List



**Carter Siblings**

**Reynolds Siblings**



**The McCullough Child**

**The Hunter Siblings**

# Family Scenario: The McCullough Child

## **Background:**

The McCullough child —McKenzie (13) is navigating the complex emotional aftermath of her father's incarceration. Neal McCullough was sentenced to 10 years for drug racketeering and first-degree murder when McKenzie was 11 years old. While McKenzie was allowed to visit him, they never bonded on a deep level, leaving her feeling emotionally disconnected from him even before his incarceration. McKenzie's mother, Anisa McCullough, holds a Master's in Supply Chain Management and works as a Logistics Manager for a large pharmaceutical company. Her job is demanding, requiring frequent travel for meetings, but she is off on weekends. Anisa works hard to provide McKenzie with a stable and comfortable life, ensuring that she participates in after-school activities such as dance and Girls Club.

## **Current Living Situation:**

The McCulloughs live in a comfortable three-bedroom home in a middle-class neighborhood. Anisa has built a strong foundation for McKenzie, with a reliable support system of family, friends, and faith. Despite this, McKenzie often feels alone, as Anisa's demanding work schedule limits the time they spend together. McKenzie is frequently left at home alone or with extended family members.



# Family Scenario: The McCullough Child

## Challenges:

**Emotional Trauma & Stigma:** McKenzie has not adjusted well to her father's incarceration. She feels abandoned by both her father and her mother. While her father's absence makes her feel rejected, her mother's emotional distance leaves her feeling unseen and unheard.

**Behavioral Changes:** McKenzie has become defiant at home, frequently arguing with her mother when given instructions. She has started cutting class to smoke with friends and recently became sexually active, seeking comfort and validation from unhealthy sources. Despite these struggles, she remains dedicated to her dance classes, which serve as her emotional outlet and source of stability.

**Mental Health Struggles:** McKenzie was recently diagnosed with anxiety and depression. Her feelings of abandonment and unworthiness have fueled her belief that she is not enough and unworthy of love. She has expressed feeling emotionally numb and disconnected.

**Parental Blind Spots:** Anisa is aware of some of McKenzie's struggles but is emotionally blocked from fully addressing them due to her unresolved feelings toward Neal. Although they were never married, Neal was Anisa's first love, and his betrayal—leaving her for another woman and starting another family—left deep emotional wounds. Anisa's workaholic tendencies are partly a coping mechanism, but they have widened the emotional gap between her and McKenzie.

The goal is to generate practical, innovative solutions to assist families like the Carters, ensuring that children of incarcerated parents receive the support and opportunities they need to thrive.

# Exercise

Participants will brainstorm ways to provide support for the McCullough family using G.E.A.R. resources or new approaches that could be beneficial.

Impact factor	Solutions
<b>Emotional Healing:</b> What counseling, therapy, or mentorship programs could help McKenzie process her feelings of abandonment and unworthiness? How can Anisa receive support in addressing her own emotional trauma to strengthen their bond?	
<b>Behavioral Intervention:</b> What positive peer influence programs or behavioral support strategies could help McKenzie make healthier choices and avoid risky behavior?	
<b>Parent-Child Connection:</b> How can Anisa create more one-on-one time with McKenzie despite her demanding job? What resources could help strengthen their communication and rebuild trust?	
<b>Mental Health &amp; Self-Worth:</b> What resources (e.g., mental health services, youth empowerment programs) could help McKenzie regain her sense of self-worth and emotional stability?	

# Family Scenario: The Hunter Siblings

## Background:

The Hunter siblings—Kingston (11), Kaleb (9), Kayla (6)—have the same mother, Kenisha Hunter but different fathers. All 3 of the fathers are incarcerated. Their fathers, Bobby, Nas, and Billy were sentenced at different times but are in the same prison. Each of them received a sentenced of more than 5 years. Bobby for drug trafficking, Nas for bank robbery, and Billy for identity theft. Their mother, Keisha, has 2 jobs that she works every day of the week except for Monday and Sunday due to business school. She struggles financially to make ends meet and hopes for a better paying job so she can quit the (2) she has.

## Current Living Situation:

They live in a small three-bedroom house in a lower-middle-class neighborhood. Keisha currently has vouchers for daycare and a YMCA scholarship for the boys so she has a safe place for them to be and go while she is at work. She has a strong spiritual background, family and friend support system, and work ethic. She has class each week on Monday night and work due each Wednesday night by Midnight. Even though she has her own personal schedule she must follow she still finds time for “Mommy and Me Time” each night for homework and reading.

# Family Scenario: The Hunter Siblings

## Challenges:

**Emotional Trauma & Stigma:** Kingston, the eldest, was extremely close to his father and is now angry and withdrawn, feeling betrayed and abandoned. He also bullies other students at school which started after his father's incarceration. Kaleb, on the other hand, is very withdrawn from people and frequently asks when his father is coming home, struggling with separation anxiety and Kayla is bright eyed and bushy tailed, and has lots of energy. She doesn't know her father as he was incarcerated when she was 9 months old. However, she does recognize the other children in the community having interaction with their father and the children at daycare being picked up by their father's and asks her mother does she have a daddy that can pick her up from school.

**The goal is to generate practical, innovative solutions to assist families like the Hunter, ensuring that children of incarcerated parents receive the support and opportunities they need to thrive.**

# Exercise

Participants will brainstorm ways to provide support for the Hunter family using G.E.A.R. resources or new approaches that could be beneficial.

Impact factor	Solutions
<b>Emotional Support:</b> What programs, mentorships, or counseling options could help Kingston, Kaleb, and Kayla cope with the void each of them have with their fathers being incarcerated?	
<b>Behavioral Support:</b> What positive peer programs or behavioral support strategies could help Kingston, Kaleb and Kayla. (School, counseling, etc.)	
<b>Financial Assistance and Skills Building :</b> What are some things that can be recommended to Kenisha that will help her gain more skills, assist in obtaining a better wage , and balance a better self and mental wellness.	
<b>Family Reintegration &amp; Future Prevention:</b> What strategies could help maintain a healthy relationship between the children and their incarcerated parents to prevent future cycles of incarceration.	

# Family Scenario: The Carter Siblings

## Background:

The Carter siblings—Aiden (12) and Jaliyah (5)—have been placed in foster care after both of their parents were incarcerated. Their father, Marcus Carter, was sentenced to 15 years for embezzlement after a financial fraud investigation uncovered a scheme involving millions of dollars. Their mother, Tasha Carter, was sentenced to 5 years for her unknowing involvement—she had signed off on documents Marcus gave her, not realizing they were part of his fraudulent activities.

## Current Living Situation:

The children are placed with their maternal aunt, Regina Carter (42), a single woman with no children of her own. Regina works full-time as a nurse and has a stable income but is struggling to adjust to the sudden responsibility of raising two children with different emotional and academic needs. She lives in a small two-bedroom apartment in a lower-middle-class neighborhood, and while she has a strong work ethic, she has limited experience with parenting or navigating the foster care system.

# Family Scenario: The Carter Siblings

## Challenges:

**Emotional Trauma & Stigma:** Aiden, the eldest, was extremely close to his father and is now angry and withdrawn, feeling betrayed and abandoned. He also faces bullying at school due to his parents' incarceration. Jaliyah, on the other hand, is confused and frequently asks when her parents are coming home, struggling with separation anxiety.

**Academic Struggles:** Aiden's grades have dropped drastically, and he's showing signs of acting out in school. Jaliyah, who just started kindergarten, has trouble concentrating and often cries in class.

**Financial & Logistical Struggles:** While Regina has a stable job, she is overwhelmed by the added expenses of raising two children. She is also trying to navigate childcare for Jaliyah and after-school supervision for Aiden while working 12-hour shifts.

**Lack of Support System:** Regina has distanced herself from family members who disapproved of her taking in the children. She doesn't know about resources that could help her support them emotionally, financially, and academically.

The goal is to generate practical, innovative solutions to assist families like the Carters, ensuring that children of incarcerated parents receive the support and opportunities they need to thrive.

# Exercise

**Participants will brainstorm ways to provide support for the Carter family using G.E.A.R. resources or new approaches that could be beneficial.**

Impact factor	Solutions
<b>Emotional Support:</b> What programs, mentorships, or counseling options could help Aiden and Jaliyah cope with their parents' incarceration?	
<b>Academic Support:</b> How can Aiden and Jaliyah receive additional educational assistance to prevent them from falling behind?	
<b>Financial Assistance &amp; Childcare Solutions:</b> What grants, community resources, or support networks could assist Regina in managing costs and balancing work with caregiving?	
<b>Family Reintegration &amp; Future Prevention:</b> What strategies could help maintain a healthy relationship between the children and their incarcerated parents to prevent future cycles of incarceration	



# Family Scenario: The Reynolds Siblings

## Background:

**The Reynolds siblings—Malik (18), Amari (12), and Zuri (5)—have endured a devastating series of events that turned their lives upside down. Their father, Terrence Reynolds, was wrongfully convicted of armed robbery due to mistaken identity and sentenced to 20 years in prison. His defense team is actively working on an appeal to prove his innocence.**

**While holding the family together, their mother, Danielle Reynolds, tragically passed away from undiagnosed cancer just six months ago. Her death was sudden, leaving the children without a primary caregiver.**

## Current Living Situation:

**Malik, who just turned 18, is determined to keep his family together and out of the foster care system. He has petitioned for legal guardianship of his younger siblings.**

# Family Scenario: The Reynolds Siblings

## Challenges:

**Financial Instability:** Malik works part-time at a grocery store and has just graduated high school. He had planned to attend community college but is now questioning whether he can afford it while taking care of Amari and Zuri.

**Legal Barriers:** Because he just became a legal adult, the court is hesitant to grant him full guardianship without proving he can financially and emotionally support his siblings. A social worker is involved in the case, considering foster placement for Amari and Zuri unless Malik can demonstrate stability.

**Emotional Toll:** Malik is grieving both his mother's death and his father's wrongful imprisonment. He is overwhelmed with responsibility, but he refuses to let his family be split up. Amari, who was very close to their father, struggles with trust issues and anger, while Zuri often asks when their mother is coming back.

**Lack of Guidance:** Malik has no strong adult figures to lean on. Extended family members are either unwilling or unable to take in all three children. He is trying to navigate parenting, finances, school, and legal proceedings on his own.

**The goal is to develop practical and innovative solutions that empower young caregivers like Malik to provide stability while navigating an incredibly difficult situation**

# Exercise

Participants will brainstorm solutions to help Malik keep his family together and provide stability for his siblings. Using GEAR resources or new approaches

Impact factor	Solutions
Legal Assistance: What resources or advocacy programs could help Malik gain guardianship of Amari and Zuri?	
Financial Stability: What financial aid, housing assistance, or employment opportunities could support Malik while he balances work and caregiving?	
Educational & Emotional Support: How can Malik, Amari, and Zuri receive counseling, mentorship, and academic help to navigate their trauma and future success?	
Reunification & Father's Appeal: How can the community or legal support systems assist in keeping the children connected to their father while his appeal is in process?	

# Board of Directors

**Anita Michelle Johnson**  
FOUNDER & CFO

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**Torea Savage**  
CEO

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**Stanley Brown**  
CHAIRMAN

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**Lyndsy Sellars**  
TREASURER

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**Mona Jones**  
DIRECTOR OF MARKETING & PR

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**Rhonda Martin**  
SECRETARY

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# Partners

Krispy Kreme

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American Association of University

Women (AAUW)

Raleigh Wake Chapter

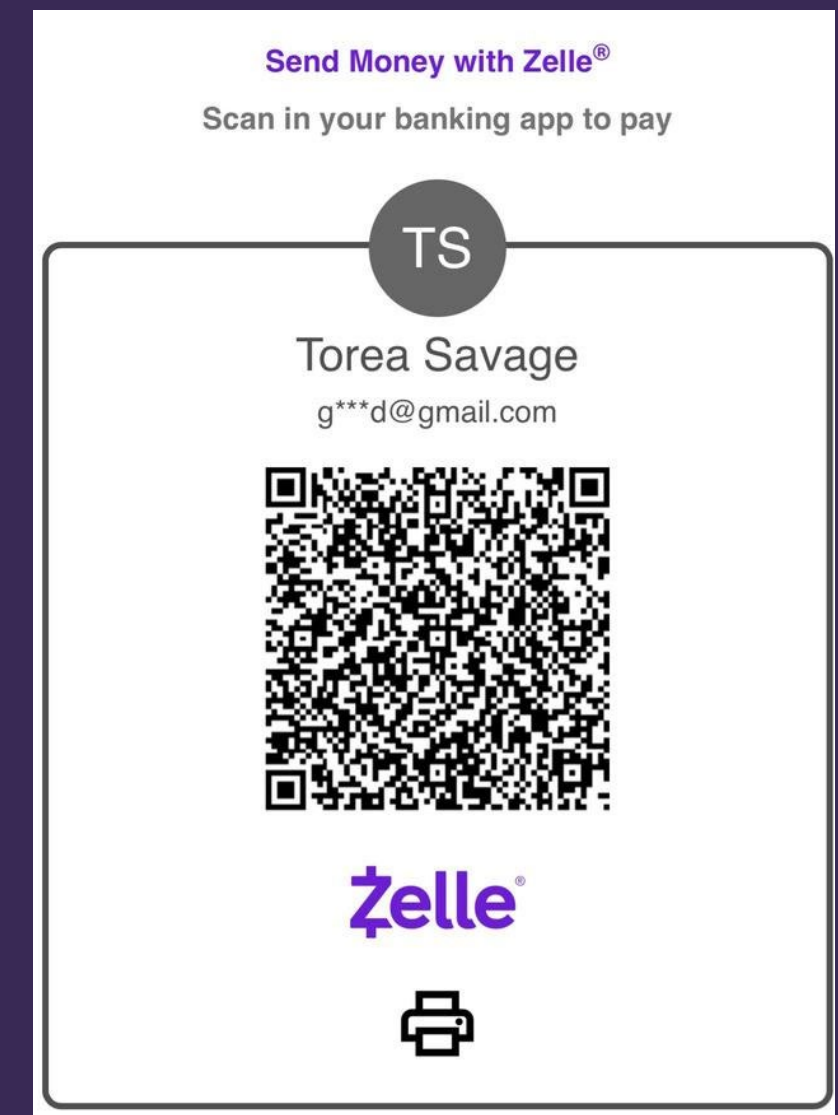
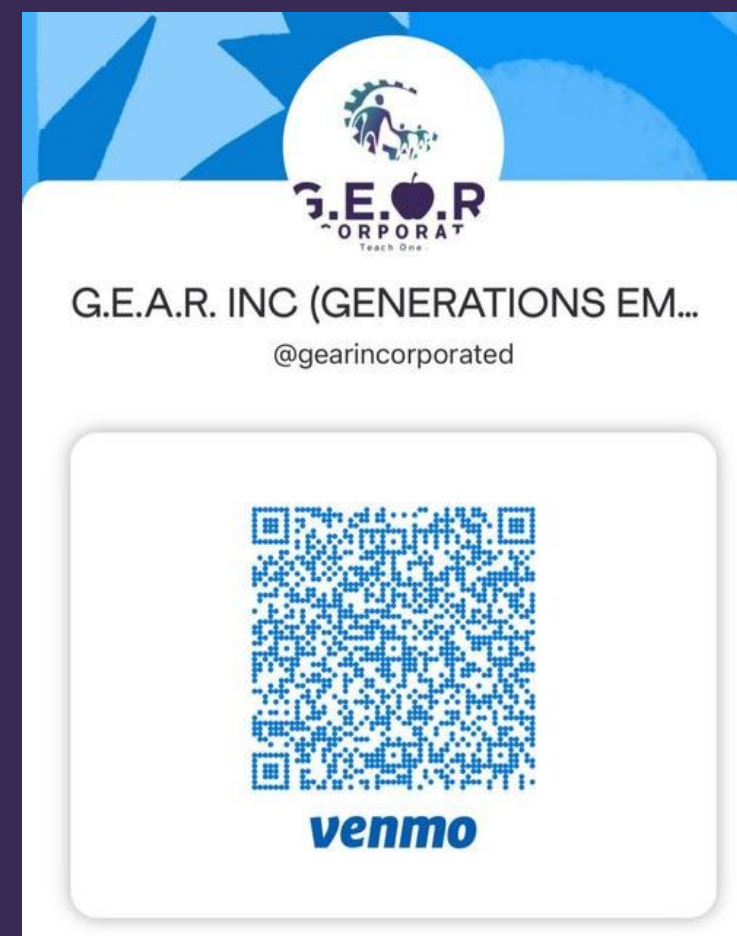
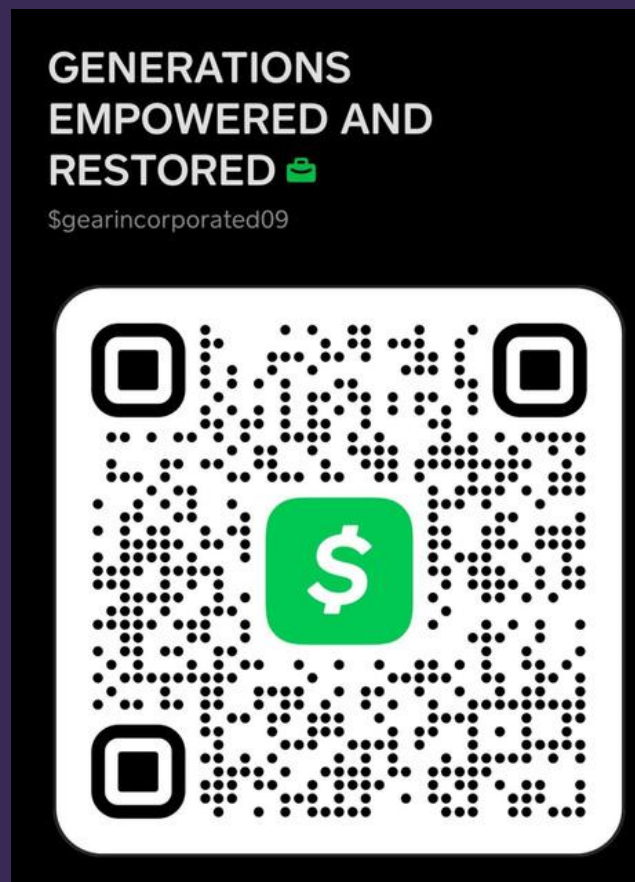
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Local and State Community Partners

# Partner With G.E.A.R. INC.

- **Contribute directly**
- **Become a partner**
- **Can Donate Weekly, Monthly or Quarterly.**

Donations of any amount are greatly appreciated. QR codes provided.





# Sources

- [https://www.prisonpolicy.org/blog/2022/08/11/parental\\_incarceration/](https://www.prisonpolicy.org/blog/2022/08/11/parental_incarceration/)
- <https://www.prb.org/resources/parents-imprisonment-linked-to-childrens-health-behavioral-problems/>
- <https://www.unlv.edu/sites/default/files/media/document/2024-12/JordanDonohue-Parental-SS.pdf>
- **Parents and Children Together, Inc, 2008**

# Thank You

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