

# 360 Detroit Inc

Executive Director / CEO

EIN 471423553  
 MI · NTEE S20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **George Adams Jr, Executive Director / CEO** (\$70,004) against **every comparable organization** that fit the selection criteria — **318** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54<sup>th</sup>** percentile of comparable organizations within the typical range

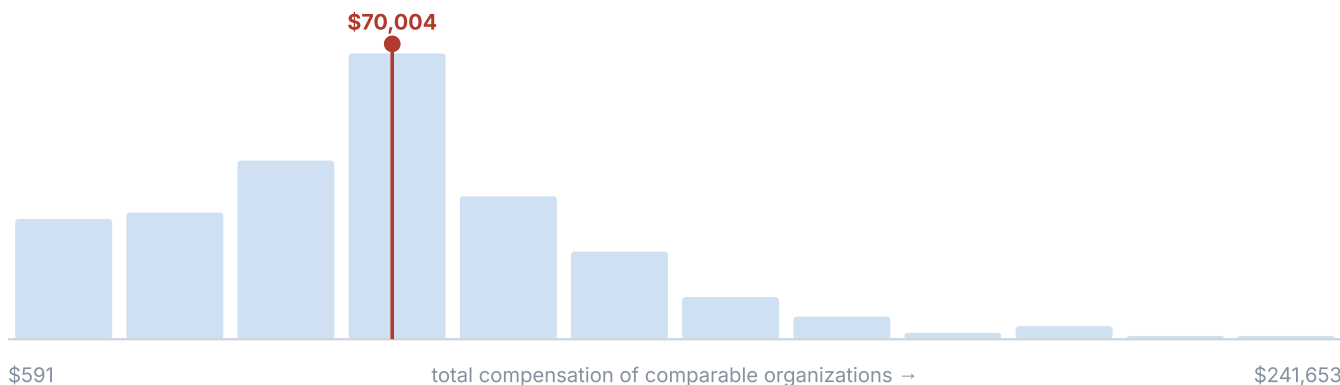
**Benchmarked executive:** George Adams Jr — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$296,199 and \$663,133 — 0.67x to 1.50x the subject's \$442,089 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**318** organizations qualified on sector, size, and geography → **318** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,133	\$42,726	\$67,280	\$86,907	\$118,330	\$70,004
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## ● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to MI cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">West Virginia Land Stewardship</a>	WV	\$442,083	Executive Director	\$50,000	<b>\$53,999</b>	2023
<a href="#">Yamhill Enrichment Society</a>	OR	\$439,415	Secretary	\$14,850	<b>\$13,756</b>	2023
<a href="#">Lumber City Development Corporation</a>	NY	\$439,247	Executive Director	\$14,400	<b>\$12,607</b>	2024
<a href="#">Staten Island Immigrant Center</a>	NY	\$445,062	Executive Director	\$66,167	<b>\$57,927</b>	2024
<a href="#">Neighborhood Conservation Services</a>	OH	\$446,181	Exec Dir	\$59,246	<b>\$62,591</b>	2023
<a href="#">Madison Ave - Crossroads Community</a>	NJ	\$446,823	Executive Di	\$97,183	<b>\$84,065</b>	2024
<a href="#">Sabana Grande Community And Economic Development</a>	PR	\$447,371	President	\$66,800	<b>\$68,773</b>	2023
<a href="#">Community Main Street Inc</a>	IA	\$435,786	Executive Director	\$58,601	<b>\$62,165</b>	2024
<a href="#">Pointhope Inc</a>	WA	\$435,733	Executive Director	\$47,833	<b>\$42,716</b>	2023
<a href="#">Integrative Communities Inc</a>	CA	\$449,798	—	\$72,572	<b>\$60,713</b>	2024
<a href="#">Opal</a>	OR	\$434,343	Co-executive Director	\$115,981	<b>\$107,432</b>	2023
<a href="#">Catholic Community Relations</a>	NY	\$450,000	Executive Director	\$276,028	<b>\$241,653</b>	2024
<a href="#">Downtown Mansfield Inc</a>	OH	\$433,938	Executive Di	\$67,784	<b>\$71,610</b>	2023
<a href="#">Fw4k Enterprise Inc</a>	FL	\$452,226	Executive Director	\$72,000	<b>\$65,530</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Latino Hispanic American Community Center</a>	PA	\$431,112	Executive Director	\$66,983	<b>\$64,716</b>	2024
<a href="#">Next Step Learning Center Inc</a>	CA	\$453,357	Board President	\$150,000	<b>\$125,488</b>	2024
<a href="#">North Union Farmers Market</a>	OH	\$430,713	Executive Di	\$87,814	<b>\$90,110</b>	2024
<a href="#">Woodhaven District Management</a>	NY	\$454,160	Executive Dir.	\$65,772	<b>\$57,581</b>	2024
<a href="#">Navigating From Good To Great Foundation</a>	SC	\$454,288	Ceo	\$20,683	<b>\$20,905</b>	2024
<a href="#">Denver Community Development Corp</a>	CO	\$429,786	President	\$74,100	<b>\$70,872</b>	2023
<a href="#">East Brooklyn Churches Sponsoring Committee</a>	NY	\$429,351	Lead Organizer	\$145,612	<b>\$131,244</b>	2023
<a href="#">Mali Health Organizing Project Inc</a>	NC	\$429,228	Us Director	\$23,333	<b>\$24,048</b>	2023
<a href="#">The 516 Project Inc</a>	VA	\$456,330	President	\$76,650	<b>\$71,702</b>	2024
<a href="#">San Ysidro Improvement Corporation</a>	CA	\$456,534	Executive Director	\$115,074	<b>\$99,113</b>	2023
<a href="#">Wellfleet Preservation Hall Inc</a>	MA	\$456,639	Executive Di	\$92,000	<b>\$80,096</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to MI cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **318** organizations. Compensation range \$591–\$241,653; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$442,089); for reference, expenses \$482,220 and assets \$2,161,946.
ROLE MATCH	George Adams Jr, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	54 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	51 <sup>st</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	49 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (George Adams Jr) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 318 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,004 is reasonable (approximately the 54<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.