

IMPORTANT NOTICE: *The City Council may consider applicant qualifications for the Council vacancy in executive sessions which are closed to the public, and then make the appointment in a public meeting. You have the right, however, to have your application considered in a public meeting by providing a written request to the City Clerk.*

**CITY OF FLAGSTAFF
APPLICATION TO SERVE ON THE CITY COUNCIL**

RETURN TO: CITY CLERK VIA EMAIL AT STACY.SALTZBURG@FLAGSTAFFAZ.GOV

PLEASE NOTE THAT THIS INFORMATION IS PUBLIC INFORMATION
(APPLICATIONS WILL BE KEPT ON FILE FOR ONE YEAR)

DATE: 4/20/2022

YOUR NAME: Alethea Karlin

HOME ADDRESS: [REDACTED] EMPLOYER:

Congregation Lev Shalom and Lacey's Bakery JOB TITLE: Temple Coordinator

(CLS). Baker/Owner of Lacey's Bakery

E-MAIL: [REDACTED]

CELL: [REDACTED] HOME PHONE: SAA

LENGTH OF RESIDENCY IN FLAGSTAFF: 37.5 years PREFERRED PHONE: HOME **CELL** Using

additional pages, please answer the following questions in 250 words or less, per question:

1. What method do you expect to use to make a decision when you are faced with a strong constituency group advocating one way but you believe that there is a segment of the Flagstaff population not being heard on a particular issue?
2. Please give an example of when you were in a position of responsibility and others disagreed with you on how an important matter should be handled. How did you help resolve the issue?
3. What is your leadership style, please provide an example of your style in use. 4. If you could change one thing in the City of Flagstaff Zoning Code what would that be and why?
5. The City of Flagstaff has identified Key Community Priorities. How do you intend to balance the seven priorities in terms of the budget process and policy development?
6. What are your top three priorities for being a City Councilmember?
7. Flagstaff is known for its rich and highly diverse cultures in Northern Arizona. How would you build bridges and partnerships with our diverse communities to strengthen inclusion, diversity, equity, and access for the City of Flagstaff?

I certify that I meet the statutory requirements of living within the corporate limits of the City of Flagstaff for at least one year, that I am over the age of 18 years, that I am a registered voter of the City of Flagstaff, ***and that I have read and understand the right to have my application considered in a public meeting by providing a written request to the City Clerk.***

Applicant Signature: Alethea Karlin (Signed electronically)

The City of Flagstaff is an Equal Opportunity/Affirmative Action Employer

Alethea Karlin

Application to Serve on City Council Questions:

1. What method do you expect to use to make a decision when you are faced with a strong constituency group advocating one way but you believe that there is a segment of the Flagstaff population not being heard on a particular issue?

It is important when working with groups with differing opinions to let them feel heard and reflect on the issues they are advocating for. When there are important issues to be discussed, it is my sincere hope that all constituency groups and individuals involved are open to respectful discourse – understanding that they will be met with differing viewpoints and encouraging of entertaining advocacy for all citizens. Having done research before the meeting, if there is a group of citizens that I felt not represented at the time, I would stand up and represent them respectfully. It's important in a democracy that all voices are heard and represented.

2. Please give an example of when you were in a position of responsibility and others disagreed with you on how an important matter should be handled. How did you help resolve the issue?

As a leader, the voice of the people you are leading and working with are very important. I feel it's important to set aside individual ego when it comes to decision making. Even if I felt I had more experience than others, their unique viewpoint could yield innovative problem-solving.

I am on a team leading my small Synagogue in Flagstaff. There are times when I have made a decision that has been challenged or times when others made a decision that I felt my solution was better. During these moments, those I am working with talk respectfully to each other. I always make sure that everyone feels heard, and offer my viewpoint if it differs. If I feel very strongly, I build my case with as many references and logic that I can with research. If the rest of the team still decides to go in another direction, I fully support them. I feel it's important not to view your own viewpoint as the most important. When working with a group, facilitating discussion of options and agreeing as a team leaves everyone involved feeling successful and motivated.

3. What is your leadership style, please provide an example of your style in use.

I am a participative leader. Even with young children. Everyone's voice, thoughts, and needs are important on a team. I use this in every aspect of my life. Marriage, family, and work. It

allows everyone to feel involved and heard even if I have the power to make the final decision. But leadership isn't always about decision making – it's about improving the lives of others.

I had a young lady on my caseload when I worked at the Guidance Center. She was 14 at the time and I became her mentor. Together we worked through self-harm, depression, suicidality, and rage. I supported her, her brother, and her parents. We worked through the young lady being in a psychiatric hospital. The support and care that I provided her positively impacted her life – she's a successful leader now in her mid 20's and had reached out to me as an adult to thank me for my unwavering support and guidance. She told me she wouldn't be the person she is today without my help and guidance in her youth. It wasn't my leadership and care alone, but team work, and helping her feel empowered to be successful. Helping to improve the life of even one person is an amazing impact on our community and a wonderful example of leadership.

4. If you could change one thing in the City of Flagstaff Zoning Code what would that be and why?

In reading through the City of Flagstaff Zoning Code, it is apparent that there are safeguards built in to ensure quality and consistency throughout the city and its various zones. Any proposal has a process from application to approval. Most big changes to zoning or any development has options of public hearings. In listening to citizens in Flagstaff feel disgruntled about the recent student housing being built in town, I feel the biggest change needed is not of policy but in advertising and encouraging public input and engagement in the hearings for these bigger projects. While the minimum is having neighborhood involvement, there should be a bigger push for full community involvement. A small or large change in one area of the city impacts more than just that neighborhood.

5. The City of Flagstaff has identified Key Community Priorities. How do you intend to balance the seven priorities in terms of the budget process and policy development?

My main focus would be to use community involvement and input, along with other members of council, to best represent the needs and wishes of the community in accordance with the Key Community Priorities.

6. What are your top three priorities for being a City Councilmember?

My first priority would be to provide a voice for a diverse groups of Flagstaff citizens; my one vote on the council would not represent my values alone but the values of the constituents. My second priority would be to engage the community to participate in local politics. We all hear citizens feel strongly one way or another about the progress, or lack of progress, they see in Flagstaff yet they remain disengaged beyond a lower level of complaint. And third, it would be

a priority to foster not only an appearance of, but form a true sense of community and respect within the Council Chambers among other Council members and the Mayor.

7. Flagstaff is known for its rich and highly diverse cultures in Northern Arizona. How would you build bridges and partnerships with our diverse communities to strengthen inclusion, diversity, equity, and access for the City of Flagstaff?

Developing a relationship with community leaders and agencies would be a great first step. Getting to know who they are, what they do, and their goals for their communities would be necessary. As a representative of the citizens of Flagstaff, every voice and viewpoint matters. Additionally, I would regularly attend meetings of the Commission on Diversity Awareness.

Alethea Karlin



April 20, 2022

Stacy Saltzburg
City Clerk
211 W. Aspen Avenue
Flagstaff, AZ 86004

Dear Ms. Saltzburg,

I was born and raised in Flagstaff, Arizona. Flagstaff is my heart. I live to run on the trails, to hike, to mountain bike, to embrace my community, and teach my children how to live more sustainably. I am a mother, a small business owner, a homeowner, and am active in my Synagogue. Not a day goes by where I do not feel lucky to live in such a vibrant, diverse, and beautiful City.

My father was a Special Education Teacher at Leupp Public School when I was a young child and later worked at Northern Arizona University. As a small child, my father would occasionally take me and my brothers to Leupp to attend class with the intent of immersing us into a different culture. I grew up with a great respect of the diversity Flagstaff is fortunate to have.

While my father was supporting a family of 5 on his teacher's salary, we needed government assistance. We felt lucky to have reduced price lunches at the public school. Even in the late 1980's and early 1990's, Flagstaff was a challenging city for affordable housing and cost of living. I grew up feeling that struggle and deeply empathize with our community members living it now.

As an adult, I have worked in many fields in Flagstaff. I have been a Detention Officer 1 and 2 for Coconino County. Those positions gave me a deep respect for our Law Enforcement Officials and how important inter-agency cooperation is. It also taught me more about humanity – both the humanity inside the officers who protect our community and the humanity inside those who have their rights taken away. It taught me the importance of respect and communication and lead me to get a Bachelor's Degree in Psychology from NAU to work in Community Mental Health.

After attending NAU and earning my degree, I worked at the Guidance Center with Children and Families. I was lucky to work with families of all backgrounds and help foster better communication and life skills for children to be more successful at school and home. I also worked with children who had substance abuse problems, and children inside the Juvenile Detention Facility. The ability to listen to the unique, individual viewpoints and help guide was greatly fulfilling.

Because of the cost of child care, when my first child was born, I made the decision to stay at home. We struggled to find an affordable home to buy and felt lucky to buy a manufactured house “as is”. After my second child was born, I started developing my skills as a cake baker and decorator. Later I started and run a small bakery.

Being born, raised, educated, and starting a family in Flagstaff gives me a unique viewpoint on City Council. I have never lived anywhere else but I have struggled to live in Flagstaff. I empathize with the community, and city, with issues of jobs, sustainability, and housing. I am slowly working on increasing the safety in my own neighborhood by collecting signatures for more stop signs as the speeding is incessant and dangerous.

Watching Flagstaff grow, expand, face crisis, and overcome obstacles as a regular voting citizen has given me the desire to take my citizenship one step further – to do my civic duty, serve on city council, and provide a voice for the citizens of Flagstaff as our city moves into the future. I am not only applying for this temporary position, but applying to be a write in candidate. If there are no write in candidates after this upcoming election with enough votes to win a position, I will apply for this position again. Flagstaff is my heart and I can help.

Thank you for your time and consideration,

Alethea Karlin