

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

DEADLINE TO SUBMIT APPLICATION: MONDAY, OCTOBER 12 AT 5:00 P.M.

PLEASE NOTE THAT THIS INFORMATION IS PUBLIC INFORMATION
(personal identifying information will not be released)

DATE: 10/07/2026

YOUR NAME: Nicolas William DeJohn

HOME ADDRESS: [REDACTED] Flagstaff AZ ZIP: 86004

EMPLOYER: Silverleaf Realty JOB TITLE: Real Estate Agent

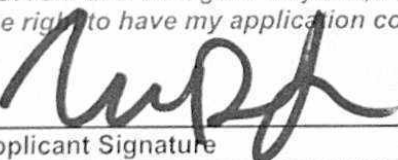
E-MAIL: [REDACTED]

PHONE NUMBER: [REDACTED] LENGTH OF RESIDENCY IN FLAGSTAFF: 3 years, 2 mont

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

1. What makes a good Councilmember?
2. What do you think is the biggest issue facing Flagstaff? Give specifics and ideas for addressing the issue.
3. What are your top three priorities for being a City Councilmember and why?
4. What method do you expect to use to make a decision when you believe that there is a segment of the Flagstaff population not being heard on a particular issue?
5. 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?
6. What is your leadership style, please provide an example of your style in use.
7. What is your understanding, awareness, and familiarity with the Flagstaff Zoning Code?
8. A key role of the Flagstaff City Council is to adopt the city's budget; how would you balance the seven key community priorities and the realities of the city's financial position with the Council's role of policy development?

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

Nick DeJohn

Flagstaff, Arizona

October 7, 2026

To the Mayor, Members of the City Council, and City Clerk Stacy Saltzburg,

Please accept this letter of interest and attached application packet for the vacant seat on the Flagstaff City Council.

Good governance begins with trust, the belief that those in public office will act in good faith, listen openly, and follow through on their commitments to fellow citizens. My desire to serve on City Council comes from a commitment to that principle and a wish to maximize the value, accessibility, and quality of the services our city provides every day.

Through my work as a local real estate agent, I see firsthand the daily impact of Flagstaff's affordability crisis on residents, renters, and buyers. I understand that addressing housing costs requires a practical, balanced approach towards advancing flexible, multi-use land zoning while safeguarding our natural environment, steep slopes, and Dark Sky.

My background across civic and community organizations has reinforced my collaborative leadership style. Whether serving as a student government representative, volunteering nationwide through AmeriCorps NCCC, sitting on a non-profit board during my MBA program at Washington University in St. Louis, or singing with the Master Chorale of Flagstaff, I have consistently focused on listening to people and working together toward tangible results. I believe a council is at its best when it prioritizes knowledge, listens to constructive criticism, and works toward long-term stability rather than quick fixes.

Thank you for your time, leadership, and consideration of my application.

Sincerely,

Nick DeJohn

1. What makes a good Councilmember?

Trust. The foundation of good governance is a trust in the ability of those in government to act in good faith. A trust that they will do their best to follow through on the promises they make to their fellow council members, and especially their fellow citizens, that they will be working for the betterment of the city.

2. What do you think is the biggest issue facing Flagstaff? Give specifics and ideas for addressing the issue.

Affordability is the most pressing issue facing the city today. My experience in real estate has shown that many people feel abandoned by the rising cost of housing in both rentals and homeownership. Additionally, basic staples like groceries, gas, and healthcare continue to rise in cost as well. While cost of living is a nationwide concern, in Flagstaff I would fight to implement 2 key initiatives to address the issue:

1. A continued shift to multi-use zoning to allow for more flexible and denser housing development. Adding on top of the work that already has begun in the 2045 Regional Plan.
2. Reignite the conversation on building a new hospital in Flagstaff as the city and region need increased access to quality healthcare and would benefit from a surge of high-paying jobs created in the construction and expansion of services offered in an upgraded facility.

3. What are your top three priorities for being a City Councilmember and why?

My top 3 priorities are to:

1. Increase the overall satisfaction people have with City services.
2. Increase the scope of these services
3. Prioritize funds for services that deliver the most good for the city and deprioritize those that do not.

I aim to have the day-to-day interactions of people in Flagstaff with services like public transportation, housing services, first responders, and public parks be an overall positive one. I would achieve this by engaging with and fighting for those employees that perform the services, making sure they have the support and funding they need. I would balance this with the mission to listen to those who rely on these services to find ways to better the communication between the city and the public on the what, where, and when of the services the city provides.

4. What method do you expect to use to make a decision when you believe that there is a segment of the Flagstaff population not being heard on a particular issue?

Education is the first step, but without action knowledge is wasted. By acting and being willing to listen to criticism I believe more good can be achieved rather than moving so slowly in order to achieve perfection that many are left dejected, frustrated, and feeling ignored.

5. 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?

I spent part of AmeriCorps as a Volunteer Tax Filer, where I would sit in the basement of a church in West Philadelphia and file the taxes of low-income people. There were times when the person I was meeting with would indicate that they were not being honest with me on their status, income, or other pertinent tax information. While the person I was speaking would benefit financially from a larger refund, I also knew I was obligated to provide them with filing services that were done accurately and to the best of my ability. I would interject that I needed them to provide their information accurately, which would often correct the previous “lapses in memory”. Other times I needed to escalate the case to my supervisor, who I knew was already stretched thin managing a team of a dozen plus caseworkers, yet I felt the responsibility of providing a service that was incredibly important and had high stakes attached to how well I was able to perform my work.

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

Fundamentally, I am a collaborative person. I believe strongly, in the fact that a group is greater than the sum of its parts. That when in a leadership position only good can come from people feeling heard and encouraged to speak up.

Secondly, I am a leader who prioritizes knowledge and when I know something to be true I fight for that truth, and when I am lack expertise in certain areas, I will be boldly honest in my shortcomings and aim to either find someone more knowledgeable or work towards educating myself to the best of my ability.

7. What is your understanding, awareness, and familiarity with the Flagstaff Zoning Code?

My understanding of the Flagstaff Zoning Code comes directly from my background in real estate. The Zoning Code governs land use, site design, density, and natural resource protection across the city. I strongly support the continued shift toward multi-use zones and flexible development standards that allow for denser housing. I also realize this is a balancing act as there are topographical and geological features to consider that are unique to Flagstaff. In addition, the Dark Sky ordinance is one of my favorite parts of Flagstaff, and it too causes challenges to address development needs.

8. A key role of the Flagstaff City Council is to adopt the city's budget; how would you balance the seven key community priorities and the realities of the city's financial position with the Council's role of policy development?

Balancing Flagstaff's budget requires recognizing that policy without funding is just good intentions. My priority on Council is maximizing the value of city services while supporting the employees who deliver them, and the budget is where those promises get backed up.

I approach budget decisions through a pragmatic lens: every dollar spent must deliver the most good for our residents. When weighing community priorities against finite revenues, I focus on core needs that directly improve daily life, like expanding housing affordability, strengthening public transit, and supporting first responders and parks.

Where direct funding falls short, policy development becomes our strongest leverage point. We can advance key priorities by updating regulations, streamlining development, and building partnerships rather than relying solely on city funds. When hard trade-offs arise, I will be boldly honest about our financial realities, listen to public feedback, and collaborate on decisions that ensure long-term stability.

Nick DeJohn

Flagstaff, Arizona

EXECUTIVE STATEMENT

I love Flagstaff. I plan to continue to share that love in the City Council. I have been involved in the city as soon as I moved here, as an actor in a Theatrikos production, a singer in the Master Chorale of Flagstaff, working on trail repair days with the Flagstaff Biking Organization, and now as a real estate agent working with people to find a way towards home ownership in an increasingly difficult market.

In undergrad at Seattle University, I was elected to represent my ~1,000 classmates. After graduation I volunteered in AmeriCorps NCCC traveling the country providing service to a wide array of partners, from Mammoth Cave in Kentucky to tax filing services in Philadelphia. While earning my MBA at Washington University in STL I sat on the board of a United Way non-profit in East St. Louis, and now I hope to continue serving my community as a member of the City Council.

WORK EXPERIENCE

Silverleaf Realty **April 2026 – Present**
Real Estate Agent *Flagstaff, AZ*

- Licensed REALTOR, manages relationships and contracts for a 130 home new build-community in Kachina Village.
- Grown a social media following in less than 4 months with over 10s of thousands of views, with many followers local to Flagstaff and Arizona.

Media Monks **June 2022 – April 2026**
Senior Analyst, Social Investment *Remote*

- Managed and optimized budgets for 20+ paid media campaigns across various social platforms, driving improved revenue, efficiency, and reach.
- Nurture vendor relationships with social media platform partners, including implementing new platform features and monitoring performance via A/B and incremental tests.

Clarisma Beauty **March 2020 – May 2021**
Operations and Marketing Coordinator *Los Angeles, CA*

- Forecasted finances for the upcoming 5 years by compiling shipping orders, sales, and invoices for nationwide product launch.
- Developed e-commerce and lead generation process utilizing CRM programs and guided implementation across 3 office locations with 15 employees.

EDUCATION

Washington University in Saint Louis **May 2022**
MBA, Marketing and Data-Driven Management Science *St. Louis, MO*

- Scholars in Business Scholarship
- Board Fellows Program with Catholic Urban Programs and United Way

Seattle University **June 2019**
BA, History with Departmental Honors *Seattle, WA*

- Senior Representative in Student Government of Seattle University

ACTIVITIES

AmeriCorps NCCC Member, Master Chorale Singer & Marketing Committee member, Net Impact Officer, Impact Investing Symposium Officer, Student Government Senior Representative, Brewery Tour Guide.