**Strong Library Ecosystem**

**Recipe: As Sourdough Bread**

From the kitchen of: ALA’s State Ecosystem Task Force

Serves: All libraries and their partners

*Ingredients*

Equal Parts:
- Leadership
- Communication
- Collaboration
- Sustainability

*Notes*

Oven Temperatures may vary and are likely to rise. Remember, this is a process that develops over time. We’re aiming for progress. Practice helps!

*Instructions*

**Step 1 - Cultivate the Culture:**
- Combine library leader volunteers and ideas until ideas are well mixed.
- Remember communication and collaboration add to growth.
- Leave to sit until the next meeting; feed with new ideas.
- Note: If you have trouble mixing leader ideas, consider if another person/viewpoint/flavor might be needed.

**Step 2 - Mix:**
- Add ideas to promote ongoing communication and collaboration.
- Knead for structure to advance towards a legislative and/or advocacy agenda. Knead until the dough is firm but still a bit sticky--new ideas will always come along--and leave to rise again.
- Communication is the key to a strong rise.

**Step 3 - Prepare to Share:**
- Baking times will vary. You’ll know the bread is ready when:
  - You speak with one voice.
  - Your shared agenda yields positive results for all libraries.
  - Stakeholders add to the culture and come back for more.