

**The Yizraelite – No 2137 Date: 15.12.23**

**Kibbutz Yizrael**

**Edi-torial.** This week the Health Cluster has taken a giant step forward in updating the various procedures. Please take the time to read the material translated here. Talia and her team have put a great deal of work into their preparation. (Not to mention the hours of work translating. No complaints. I enjoy it.)

As promised, Peter Pezaro kindly translated Ron Cohen’s major business report. He put is a great deal of effort into translating it after I gave up in despair.

All in all you have to take your time over this week’s Yizraelite. You have a whole week to do it. I just hope the mazkirut doesn’t run out of ink.

Now, I have a new game for you Wordle addicts. It’s the N.Y.Times “Connections” Google it . You won’t be sorry. It develops your mind even further. In the end, we will all be geniuses (or is it genii?). Thank you to my Israeli grandson for drawing my attention to it. Edi-tor

**Invitation:**

**Reserve Fund Meeting + General Assembly (Asefa)**

**Monday, December 18, 2023 - 20:30**

The meeting is closed to members only and will not be live-streamed on Zoom or Channel 900

**Agenda:**

**Reserve Fund Meeting:**

* Report on 2023 deposits and approval of the budget

**General Assembly:**

1. **Candidacy:** Hadar and Tamir Levi, Sivan and Guy Dashevski (voting will be by ballot).
* **Membership:** Tal Freiman Levi (voting will be by ballot).
1. **Residence Procedure: Voting will take place on kehilanet at the end of the meeting.**

Background material can be found in the notice in kehilanet

We would be very grateful if objections were submitted to us in advance so that we can come to the meeting, prepared.

**Voting on objections will be by a show of hands at the meeting**. At the end of the meeting, there will be a vote on the complete procedure, including the objections that are accepted.

See you there,

Asefa Committee

**Edi-tor’s note.** I am using a new A.I. called BARD. I thought the readers would be interested in the “translation notes” that follow. I am more amazed every week at the abilities of Artificial Intelligence!

**Translation notes 9:**

* אסיפת קרן מילואיםIs translated as "Reserve Fund Meeting" because it is a meeting of the members of a community to discuss and approve the budget of the reserve fund, which is a fund used to provide financial assistance to members who are called up for military service.
* אסיפה כללית  is translated as "General Assembly" because it is a meeting of the members of a community to discuss and vote on a variety of issues, such as nominations for office, the approval of a budget, and the adoption of new policies.
* נוהל תושבות is translated as "Residence Procedure" because it refers to the rules and regulations that govern who is considered a resident of a community.

**Voting Results - Membership Termination + Approval of Kibbutz Statutes**

**1.** **Termination of Membership of Zivit Nanikshvili**

According to the results of the ballot box, there is a majority in favour of terminating Zivit Nanikshvili’s membership.

**2. Approval of the Statutes**

The updated bylaws were approved by a majority of 196 votes in favour, 24 votes against, and 31 abstentions.

251 members participated in the vote, which is 85% of the eligible voters.

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**Be prepared for exhaust hood cleaning**

**Tuesday, December 19, 2023**

On Tuesday, December 19, 2023, the exhaust hoods in the kitchen will be cleaned.

During lunch on Tuesday, there will be a station for distributing additional products for supper.

The area will be closed to the public so we kindly ask you not to enter the dining room, kitchen, or ramp area on the day of cleaning after 3:00 PM due to the use of hazardous materials.

**What is exhaust hood cleaning?**

An exhaust hood is one of the most important tools in a kitchen. It is a device that collects the fumes from cooking and frying, (including odours) to one place, so that the smell and smoke do not spread to the rest of the kitchen and dining room.

Exhaust hoods need to be regularly maintained, as they accumulate grease, soot, and dirt that sticks to them during grilling or frying.

This dirt and grease can clog the works and pollute the kitchen. It is dangerously inflammable.

**What will happen on Tuesday?**

Lunch will be served as usual, until 3:00 PM.

Of course, the vegetable market and breakfast/dinner ingredients are available until this time as usual.

Itzik Shechter and Adi Lavi, Food Division

**Update on Senior Citizen Staff Team**

Noa Armoza is joining the senior citizen department as a full-time field worker. We wish Noa much success!

Currently, Rinat is on sick leave. We wish her a speedy recovery!

Inbal Adler, Director of Senior Citizens Cluster and Kinneret Govrin, HR Manager

**Letter to the Heads of Committees and Clusters**

Greetings,

\*\*Please check the "Files" folder in Kehilanet (Kvatzim):

We have differentiated between procedures (which require approval by the management/assembly/council) and other documents from the committees and clusters (which do not require these approvals).

We ask each of you to check the materials published in your area of responsibility in the "Files" folder, and to ensure that the main procedure is up-to-date in "Regulations and Procedures", while the remaining documents appear in the "Clusters and Committees of the Kibbutz" folder.

1. It is advisable and desirable to add documents you deem necessary.
2. It is advisable and desirable to remove documents that are not relevant.

Adding and deleting from the "Regulations and Procedures" folder is done only by Eddie Solow.

Adding and deleting from the "Clusters and Committees of the Kibbutz" folder you can do independently (if your committee/cluster does not yet have a folder and there are documents that you would like to appear in Kehilanet - you can add a folder independently).

In any case, you can contact Eddie Solow or Tze’ela for assistance.

Posted by: Eddie Solow, Tze’ela Baran Shkolnik, Yifat Assaf

**Minutes of the Kibbutz Management Meeting**

**10 December 2023**

**Topic 1**: **Long-term hosting of evacuees and implications for housing availability**

Currently, there are 93 evacuees staying in Yizrael. At the peak, there were 130. Some of the evacuee guests are slowly returning home or moving to other places. The evacuee guests are in a state of uncertainty about their expected length of stay on Yizrael, as we have not yet made a decision regarding the possible length of stay based on the availability of housing. Some of the evacuee guests who are currently here are asking to extend their stay until the end of the school year. There are also new requests from evacuees who want to come here.

The main dilemmas that we need to resolve in order to formulate the kibbutz's position on the length of stay are:

* How long is it right to "nationalise" the youth housing and the youth department rooms that were taken for the evacuees?
* The ability of the various education systems (in the schools and in the kibbutz) to absorb additional children.
* The aspiration of the education system to operate while maintaining the stability of the system and preventing a "train station effect" that is not optimal from an educational perspective.
* There are a number of rooms that have become available due to the departure of families, and there are families who want to come.
* The desire, and obligation to play our part in the war effort and help families as much as possible.

**Discussion:**

* The education system has decided that the youth will return to their rooms together, not one by one when a room becomes available. A discussion is expected to take place this year on the future of the youth boarding system, but we do not want the situation to dictate the decision, but rather first the youth will return to the rooms, and only then the discussion will take place.
* It is clear to us that we will not remove evacuee families from Yizrael as long as the situation in the country does not allow them to return home.
* We should not accept additional families in order to free up all the youth rooms and youth department activity rooms at some point.
* Consider the period of hosting at this stage until Pesach, and accept only additional families until Pesach.
* Since we will return the youth together, in the meantime we can accept additional families.
* Our calling is to help as much as possible until the end of the war. The youth certainly understand this. Every young person has a place at their parents' home, even if it is less comfortable.
* It is possible to accept families without young children.
* In the whole country, educational systems are dealing today with a lack of stability. This is an important lesson. We must help. We can organise a workshop for the educational teams on how to deal with the instability.
* Our education system is strong and stable, and we are capable.
* We should not accept additional families, but those whose children are in school and who wish to stay until the end of the school year, must be allowed to stay.
* To allow the acceptance of additional children, while maintaining relative stability in the children's homes, it is proposed to accept additional families, but to introduce additional children in phases.
* We need to prioritize the order of making rooms available: first the soldiers rooms, then the young generation who live in the kibbutz, then the high school youth rooms, and finally housing units in the homes of members (with their consent, of course).

**Decision:** Keren and Eyal will prepare a plan for the emptying of apartments according to the priority, and will examine the new requests. They will pass the data on to Limor Griman (Education), who will examine the possibility of absorbing additional children in phases.

**Topic 2: Preliminary examination: Implications of absorpting evacuees in light of requests from residents of the Gaza border settlements**

**Discussion:**

* In light of the interest of a number of families from the Gaza envelope, regarding the possibility of being absorbed as members in Kibbutz Yizrael, and since such a move involves special preparations, we must examine the community’s ability and willingness, to absorb them.
* According to the "Yizrael 2030" plan, the kibbutz intends to reach 320 members by 2030. To this end, we need to absorb about 50 additional members by 2030. As of today, the housing situation allows the continued absorption of external families (external recruits and returning sons) only from the end of 2026. On the one hand, there is an opportunity here to absorb families, and thereby promote our absorption goals, fill gaps in the early childhood system, and bolster the kibbutz with more working-age members.
* On the other hand, we do not have immediate housing solutions for these families. In addition, it was said that it is not right for the families to make a decision about joining the kibbutz at such temporal proximity to the trauma they experienced.
* Currently, there is a momentum where we can maintain a continuity of absorption, which is very important to us, and at the same time help families from the periphery who need it. Therefore, there is room to consider the possibility of establishing temporary housing solutions, even if they are not totally suitable, for a number of families, knowing that in August 26', with the move to the northern neighbourhood, they will be able to move to suitable apartments. We must ask ourselves; do we want to invest in temporary housing solutions for families from the periphery for the purpose of absorption? And if so - what are the considerations? Who to prioritize? What are our criteria? Should we give priority to families from the periphery over our children who want to come to join the kibbutz? Should we prioritize those with a cooperative kibbutz background? Should we prioritize those whose homes were destroyed? Should the absorption process be as usual? Maybe shortened? And many more questions regarding values and finances. This was an initial discussion in light of the situation and the requests already received. At this stage, a feasibility study will be conducted to find temporary housing solutions, and the topic will be brought up again for discussion and public decision if and when it is relevant.
1. **Building in the old neighbourhood** - This item was postponed until the next meeting.

Erez Peleg and Yifat Asaf

**Wise words from BART A.I.:** The passage discusses the possibility of the kibbutz Yizrael absorbing new families from the Gaza Strip. On the one hand, the kibbutz would like to absorb these families to help them and to increase its population of working-age members. On the other hand, the kibbutz does not have immediate housing solutions for these families, and it is not clear whether it would be appropriate for the families to make a decision about joining the kibbutz so soon after experiencing trauma.

 **Reminder from HR Regarding the New Work Procedure**

As we approach 2024, we bring to your attention, the main points of the new work procedure that will come into effect as of 1.1.24

 **Responsibility of the member:** The responsibility for work and livelihood is incumbent on the member. The HR manager will assist the member during the job search, while making an effort to find suitable work for the member's skills and abilities, and according to job availability.

* **Scope of employment:** Kibbutz members are required to work full-time as customary in the country (currently 42 hours per week) until retirement age without a reduction in hours. Single mothers will work 40 hours per week until the youngest child reaches the age of 12. Afterwards, they will work full-time (42 hours).
* **Parent's**: There is a possibility of choice within the family unit, in coordination with the workplace, which of the spouses will work full-time (currently 42 hours) and who will work less hours (currently 40 hours). A sequence of at least one year in the same standard and within a calendar year is required. Permission for this arrangement must be obtained from the HR manager.
* **The work week** is 5 working days and no less. In some cases, a workplace will be defined as 6 working days per week. In calculating working hours, meal times will not be counted, except in the education system and in places where it has been agreed upon.
* **Work registration**: It is the responsibility of the member to report working hours and absences, and to follow up on the monthly work report including the remaining vacation days available to him. It is the responsibility of the department manager to ratify the employee's work registration.
* **Retirement age:** In accordance with the laws of the state (currently between the ages of 62 and 65 for women and 67 for men).
* **Annual vacation days**: The annual vacation quota for each member is 24 days per year and will include an additional 7 days of bereavement leave for immediate family members. Up to 24 vacation days can be transferred from a spouse with the approval of the HR manager.
* **Utilisation of vacation days**: Up to 48 accumulated vacation days can be used per year, not including Fridays and Saturdays, with the approval and coordination of the workplace and the HR manager. It is not possible to take 48 days of vacation in one year and extend the vacation period by an additional 48 days of vacation continuously in the following year. The realisation of vacation days beyond the 48 accumulated days requires the approval of the community management (in accordance with the vacation procedure) in addition to the department manager.
* **Sick days:** Each member will receive a quota of 18 sick days per year and will be able to accumulate up to 90 sick days as customary in the country. Sick days will be approved by the direct manager against the presentation of a medical certificate.
* **Job search**: It will be possible to receive 30 days to search for a job after completing at least one year of continuous work.
* **Maternity leave:** Can be extended for up to half a year at the expense of accumulated vacation days.

May you have a year full of job interest, satisfaction and enjoyment. For any issue in the field of work, I am at your disposal.

Kinneret Govrin

**Minutes of the Health Council Meeting**

**December 12, 2023**

**N.B. Readers, please note that in the case of discrepancies between the original Hebrew version and our translation, the Hebrew version of the procedures is paramount!!!**

Present: Tamar Sanker, Yifat Mizrahi, Biff Markham-Oren., Aviva Beutler Rotem Agmon, Talia Arad.

Absent: Liran Penn, Inbal Adler, Dana Baum

**Updating sections and procedures for the health care basket compendium.**

**Discussion:** The meeting began with a discussion of the current health care basket and its many sections. Each section was discussed separately.

The Health Council noted that the health care system is in a significant deficit. In addition to the additional budget that was given, it is necessary to clarify procedures and comply with them as far as possible, in order to return to the budget framework and in the long run, maintain a functional system. It is important to see the big picture.

The purpose of the series of meetings that are taking place, is to go over all the existing sections – to refresh and update what currently exists and to add additional procedures, in order to make accessible to members in a transparent and clear way, the knowledge of services and eligibility for refunds.

**Approval of updated sections**

The following sections were discussed, approved by the Health Council, and hereby brought to the attention of the public:

* Travel reimbursement procedure
* Natural medicine-holistic treatments reimbursement procedure
* Medication, dietary supplement, and food reimbursement procedure
* Paramedical reimbursement procedure (physio/hydro)
* Kibbutz clinic - information

**Future areas for discussion:**

The following sections were identified for future discussion by the Health Council:

* Prescription glasses, contact lenses, and refractive surgery
* Medical equipment and supplies (hearing aids, orthotics, orthopaedic devices, etc.)
* Mental health.
* Dental care
* Procedures for the elderly and nursing care
* Pregnancy and childbirth
* Insurance
* A customised basket for children aged 0-18
* Preventative medicine
* The right to parenthood

**Conclusion:** The meeting concluded with the decision to continue the series of meetings to update the health care basket compendium and to bring the updated sections to the public as soon as possible.

**Healthcare travel reimbursements**

* The kibbutz will reimburse members for healthcare-related travel in the following cases:
	+ A visit to a medical professional,
	+ An appointment at an external clinic of the health fund,
	+ A referral from the dental clinic to a clinic or specialist,
	+ Travel in the event of a medical emergency,
	+ And in cases of medical hospitalisation.
* Reimbursement will be made from the 31st kilometre. Travel of less than 30 kilometres (total – including round trip) will not be reimbursed.
* If necessary, it is possible to be transported by a staff member from the senior citizens team or a volunteer from the volunteer network for the purpose of a healthcare trip, by prior coordination and according to the availability of the service.
* Travel by public transportation will be reimbursed in full.
* The cost of taxis will not be reimbursed except in exceptional cases and with prior approval. A member who has chosen to take a taxi can receive a reimbursement based on the number of kilometres as if they used a kibbutz car.
* Travel costs by private ambulance not in an emergency will be reimbursed only after a request for approval from the clinic or head of the health cluster, prior to the trip.
* Parking expenses at hospitals will be reimbursed against a receipt and up to the daily rate of the hospital.
* Parking reimbursements not at hospitals - against a receipt and up to 30 NIS per day.
* In cases of prolonged hospitalisation, the hospitalised member is entitled to reimbursement of travel expenses for the purpose of visits by his family members according to the above-mentioned sections. (The reimbursement will not be transferred to visitors or family members, but to the hospitalised member.) Up to 2 visits per day and no more than the cost of the trip from Yizrael to the place of hospitalisation.
* Healthcare trips will be made by ordering a car by the member (on his personal number)
* Food and lodging - There are no food reimbursements for healthcare trips.

**How to exercise the right**

* A member who is interested in arranging transportation for healthcare purposes will contact the field therapist for the elderly, **who will do his/her best to help.**
* Requests for reimbursement of travel or parking expenses must be submitted directly to the medical secretary, together with the information regarding: destination, kilometres, receipts or documentation for the appointment.
* Exceptional cases will be discussed on a case-by-case basis.

**The existing procedure that is being replaced:**

Reimbursement of expenses (including healthcare, rehabilitation, counselling, and complementary medicine):

**Travel**

1. Every day of the week, there are trips to the hospital at the following times: 08:30.
2. Travel by car: You must obtain prior approval from the medical secretary and book the car in the name of the member/s, and submit the travel report to receive the refund.
3. Travel in the area near the kibbutz (Afula, Ha’emek Hospital, Gan Ner, Ram-On, etc.) are at the member's expense.
4. Travel by bus: Reimbursement of expenses against tickets.
5. Travel by taxi: Only in coordination with the clinic will there be a refund.
6. Travel by ambulance: Only by order of the nurses and/or the head of the evidence committee, except in emergencies, in which case you must call 101 and the nurses.
7. Parking: The health committee will fund the parking costs.

Lodging expenses: In accordance with the kibbutz policy for reimbursement of food from the community. A maximum of 60 NIS per full day with a receipt.

**A.I. Summary**

The main changes to the new procedure are as follows:

* Reimbursement will now begin from the 31st kilometer, instead of the 20th kilometre as was under the previous procedure.

**Holistic Treatments - Natural Medicine:**

* The health cluster council will strive to bring workshops and lectures to the public to promote a deeper understanding of the benefits of natural medicine.
* The health system will participate in the payment for complementary medical natural treatments in the kibbutz or outside. The benefit is given without a referral or medical need and in order to promote a healthy lifestyle and preventive medicine.
* The right to receive a refund for up to 15 treatments per calendar year.
* Up to 130 NIS refund per treatment.
* A variety of treatments: holistic treatments, massage of all types, reiki, acupuncture, osteopathy, shiatsu, tuina, naturopathy, biofeedback, etc. The basket may change from time to time… with prior notification.
* This benefit does not apply to children - a separate treatment procedure will be published for them.
* Clalit Complementary Medicine - a variety of treatments at Clalit Complementary Medicine centres are offered at significant discounts to Clalit Mushlam policyholders, with a cap of up to 20 treatments. For details: clalitmashlima.co.il

**How to exercise the right**

* A receipt for the treatment must be submitted to the health coordinator to receive a refund. A record will be kept by the health coordinator and at the end of the approved treatment quota, no additional refunds will be paid. The member is responsible for personal monitoring of his treatment quota used. You can check the remaining number of treatments at any time.

**The existing procedure that is being replaced:**

* 18 treatments at 140 NIS

Explanation for the update:

* In order to allow more members to take advantage of this benefit, it was decided to reduce the existing subsidy from 140 NIS to 130 NIS and the quota from 18 per year to 15.
* The savings will allow an increase the circle of users. The health system wants to encourage all members to treat themselves through natural medicine.

**A.I. Summary**

The main changes to the new procedure are as follows:

* The subsidy per treatment has been reduced from 140 NIS to 130 NIS.
* The treatment quota has been reduced from 18 per year to 15.

**Update of the Procedure for Reimbursement of Medications, Dietary Supplements and Food**

**Medicines**

The essence of the service

* Medications included in the health basket of the fund and/or the state are provided by the kibbutz clinic.
* Medications that are not included in the health basket of the fund and/or the state but were prescribed for a member/s on the recommendation of a professional doctor and/or a specialist will be funded by the clinic after approval by the community doctor.
* If a medication has a suitable substitute in the basket of Clalit Health Services, the one from Clalit Health Services will be given.
* **Medical cannabis** - the kibbutz will credit the member/s against a receipt up to a maximum tariff of the health system, in accordance with price checking with pharmacies with which the kibbutz works.
* The kibbutz clinic is not obliged to provide original medications but only the medications issued by Clalit Health Services. In cases where the member/s prefer using only the original medicine, it can be done independently and, in this case, the member will bear the financial cost in the amount of the difference between the original medicine and the generic medicine provided by Clalit Health Services.

**Implementation of the service**

* The receipt of chronic medications is carried out at the kibbutz clinic. Chronic medications are provided by Clalit Health Services. It is the responsibility of the member/s to check the medications received.
* The receipt of medications according to a prescription (which are not chronic) can be done at the kibbutz clinic and/or at pharmacies that work with Clalit Health Services.
* A request to receive medications that were prescribed by a professional doctor and/or a specialist and are not in the health basket must be directed to the nurse in charge at the kibbutz clinic.

**Food and dietary supplements**

1. **Food** - in general, refunds will not be given for food except for celiac patients. In special cases and with the recommendation of the clinic, a refund for special food expenses will be approved for a limited period.
2. **Dietary supplements** - refunds will not be approved except for supplements provided by the clinic and with the recommendation of the family doctor.

**The existing procedure that is being replaced:**

* **Medicines** The basket of drugs of Yizrael is determined according to the basic basket of medicines of Clalit Health Services.
* The basket contains a wide variety of medicines and provides appropriate answers to most needs.
* Private medicines or medicines that are included in the service basket of "Clalit Mushlam" will be given based on the approval of the family doctor.
* A private medicine that has a suitable substitute in the basic basket of Clalit Health Services - the one from Clalit Health Services will be given (with the approval of the family doctor).

Explanation of the update:

* Clarification of the existing procedure.
* Addition of a section on medical cannabis - a new procedure.
* Dietary supplements - It was decided to suspend the discussion for this year and to do more in-depth work on this topic. We aspire to create a connection/arrangement with a natural food store in order to receive discounts for our members for direct purchase from the supplier.

**A.I. Summary**

The main changes to the new procedure are as follows:

* The section on medical cannabis has been added.

**Paramedical Treatments - Physiotherapy, Hydrotherapy**

The essence of the eligibility

* Path 1: Treatments through Clalit Physio Clinics - the kibbutz will pay directly and automatically.
* Path 2: Treatment by a supplier of Clalit Mushlam (Physio who has a contract with Clalit Mushlam) - the kibbutz will fund up to 150 NIS per treatment, up to the basket of services of Clalit Mushlam has approved for the patient. After the quota has been reached, a refund will be received according to path 3.
* Path 3. Private treatment - the kibbutz will refund up to 130 NIS per treatment, limited to a total of 12 treatments per year.

**Implementation**

* All paths require a doctor's referral.
* For users of path 2, you must submit the receipt and referral to the medical secretary for the purpose of filing a claim with Clalit Mushlam.
* You can consult with the clinic about treatment options and Clalit Mushlam physios.
* Receipts and referrals must be submitted to the medical secretary.

**The existing procedure**:

* None.
* Up till now, it was included in holistic medicine and was reduced from the member's treatment quota.

**Kibbutz Clinic**

Essence of the service

* Kibbutz Yizrael operates a clinic to promote health services and maintain good health in the community.
* The clinic is a Clalit Health Services clinic and operates in accordance with its regulations.
* Clalit Health Services is responsible for providing medical services at the kibbutz clinic through a family doctor and a head nurse manager. In addition, the kibbutz bolsters the medical staff at the clinic with an additional private nurse and a medical secretary.
* The general medical services provided at the kibbutz clinic are: primary care through the family doctor, nursing services, medical secretarial services, and laboratory tests. The clinic's services are available to Clalit Health Services policyholders only.
* Services of specialist doctors and medical centres are provided by Clalit Health Services.

Implementation of the service

* The kibbutz clinic operates according to the reception hours published in the Kehilanet.
* Appointments with the family doctor are made through the Kehilanet. You can get the help of the medical secretary if you have a problem using the Kehilanet. To schedule urgent appointments, please contact the nurses directly.
* Blood tests - by prior arrangement (except for urgent cases in coordination with the nurses).
* Appointments for specialist consultations can be made by the member independently via \*2700, or on the Clalit Health Services website: Clalit Appointments. You can also get the help from the medical secretary to schedule appointments.

Talia Arad

**Zohar Assaf in a conversation with Tal Freiman-Levi**

I met for a relaxed conversation with Tal Freiman-Levi.

Tal is 45 years old, married to Noam and together they are parents to sweet Guy.

Tal works as a veterinarian for the Israel Mounted Police and Noam works as a safety / defense instructor at the Ofakim school in Kibbutz Merhavia.

Tal is an observer on the Young Generation Committee and a member of the Home Security team (Tsachi).

Tal and Noam also take turns on dining room and kitchen duty.

Where did you grow up?

I was born and raised in Ra'anana for most of my life. I also lived in other places (USA, Netherlands, Slovakia and settlements in the Sharon) and at some point, returned to Ra'anana until I met Noam and we decided together that we want to live here.

How did you meet?

We met during the Corona period and at first, we couldn't meet because of the lockdown and restrictions, luckily, I had a travel permit, so I came to the Jezreel Valley and our first date was in Tel Yizrael with a bottle of wine and a stunning view.

Where do you work?

For the past 8 months I have been the veterinarian of the Israel Police. Before that I had a mobile clinic for equine medicine for 14 years.

And what does it mean in practical terms?

I am a police officer with the rank of Superintendent, managing the entire veterinary unit of the Israel Police, including dogs and horses.

By virtue of being a police officer, I have all the related powers. Therefore, since the war began, in addition to my regular working hours, I also do shifts at the national headquarters in Jerusalem in the police "pit" (Hamal). My job is to consolidate all the information related to the war in a specific district (100 call centre, police reports, etc.) and produce a situational picture for the commissioner in cooperation with the other security agencies.

So, it's not related to animals?

No, in war or in an emergency I do that too. It's like reserve duty in the police, because it's out of working hours, it's a 16-hour shift once or twice a week depending on the situation.

What do you like to do in your free time?

I spend most of my free time riding my horse. I've been riding since a very young age.

In my youth, I competed in national competitions in jumping and dressage, which is artistic riding. I was a therapeutic riding instructor. I founded a horse farm in the United States and managed the entire training system there, as part of a summer camp programme in cooperation with the Jewish Agency.

I also founded a boutique horse farm for dressage, managed and maintained it.

I would be very happy to see the horse farm that was here once, return to the kibbutz. I am a great believer in the integration of animals into our lives from a young age. This is something that is lacking on Yizrael, a livestock farm (meshek hai) and more proximity and accessibility to animals and nature.

I would be happy to be a partner in setting up such an undertaking on the kibbutz.

Now let's get back a little to Yizrael. When you first arrived here, what did you think of the place?

I love the simple atmosphere in nature, the green. I love the atmosphere of the small community, where everyone cares about each other. There is a homey atmosphere here, not only inside the house, but also outside the house.

What do you connect with most about life on Yizrael today?

The community - mutual support, it makes life more pleasant, a sense of family, a community where education and raising children are important values. Simplicity - there is a certain simplicity here that I hope will stay that way. As someone who comes from Ra'anana and the settlements in the centre, here there is a house which caters for all my needs and the small garden and that's enough. There is no showing off of wealth that exists in Ra'anana and the centre.

What is challenging here in kibbutz life?

As there are advantages in a small community, there are also the disadvantages of a small community, maybe sometimes a feeling of lack of privacy, the fact that you walk the paths every day and sometimes others see you happy, other times they see you sad or angry.

Significant event you experienced here?

I really love the events of Shavuot. Last year we went up on the stage with Guy and it was very exciting. And also - one of the shifts I did was on Pesach eve and the first time I was not in the family circle. It was a dishwashing shift and I didn't know how it would be, but the truth is it was really fun even behind the scenes. It was fun because we were a group - Uri and Ishai. It was very nice, even though we were not with our family.

What can you tell us a little about your personality?

I am a very social person, but it takes time for me to open up a little more and feel secure in new surroundings. This makes it a bit difficult for me in life and it made it a bit difficult for me here to get into the community. Beyond that, everything related to hard work and reliability are also things that characterise me.

A good deed or something good you did that you are proud of?

I was a partner in the establishment of the "Starting Over" association. I am involved in it to this day. This is an animal rescue association with an emphasis on donkeys. A major operation we did was to fly 400 donkeys to France to a safe place. And I hope we will continue with these flights so that the donkeys will have a safe place to live. The donkeys that came to us were abused. Most of them came from the Arab sector, from the villages in the Palestinian Authority. There are cases of donkeys that were transferred to Gaza for hard labour and from there they are transferred to Egypt, where they are slaughtered, and the skins sold to China to produce "Chinese medicine." We managed to rescue donkeys when they were en route to Gaza. This is the project of my life; I am very connected to these animals. A year ago, we held a tour for a group of bar and bat mitzvah boys and girls, after they raised donations for the association. The tour was very exciting.

A few words in conclusion: In the very difficult period we are going through these days, I wish us to see the light and the good that still exists, to appreciate what we have as a family and community, and to continue to strengthen each other.

Thank you Tal for the pleasant conversation, it was fascinating to hear about all your activities around horses and the donkey rescue project.

Written by Zohar Assaf

**Reminder from Sima Arieli**

Reminder that there are a variety of treatments available. Please contact me for more information. You can order Y.D. Schlos products for the winter and beyond (visit their website and be impressed). As of January, clients who do not show up for their scheduled appointment will be charged full price, unless the reason is medical.

As of January, treatment prices will increase.

May we have a healthy year, full of good news. Amen.

Sima Arieli 052-3756193

**Small Tips for Big Emotions -** Gaia Sanker

**What I learned from observing a dreidel**

Today we are at the end of Hanukkah. For a week, we have felt the spirit of the holiday - we have gathered every day for a moment of song and prayer around the menorah. We have lit candles in cheerful colours, eaten plenty of doughnuts and latkes, and also sung or even played with dreidels.

I found myself observing the dreidel - on the surface, a small block with four sides, standing on one "leg," and its natural state (or let's say - when it fulfills its name) is in rotation.

And maybe, it's a little like us?

We humans, have many sides to us. When we rotate and live our lives, it is impossible to separate our various sides, everything becomes one unit - this is related to that.

But in between, we tend to "drop" ourselves and the people around us into patterns and definitions - secular, religious, right-wing, left-wing, for or against.

Even in our own home, on the kibbutz, it happens - for or against the privatisation of food, housing, money, rotation, committees ...

Just like the dreidel falls, and before me is revealed only one side. Only one definition. If I focus only on it, if I am focused on the specific aspect in which the person in front of me is different from me, it will be difficult for me to recognise that there are additional sides that exist in him that are not visible to me at the moment.

Every event in life creates a number of different, opposing opinions, and when the other thinks differently from me, and I define him as different from me because of this difference - that's where the struggle begins.

And it is important to say, recognising the different opinions does not mean that I have to agree with them, not at all.

But, if for a moment I will be able to "step into his shoes", to feel what he is feeling, how much he cares about his children, why he reached that specific conclusion, which is so different from mine, something in the resistance between us softens. Because I can see, he is not just this "side," he is not just this opinion, there is a whole world there. And there, listening comes into it. Therein lies the possibility of a dialogue, there is the possibility of a solution.

And mainly, there opens up the possibility for me, to feel better inside myself, less anger.

In fact, there is no practical advice here this time, but rather an invitation - an invitation to observe, to listen, and to get closer. An invitation to see the sum of all the sides of the person in front of you, and also your own self, mirrored.

(I would be happy if someone wants to share with me or with us - what they learned from observing this holiday?)

Happy holiday and a pleasant spin Gaia

Gaia Sanker

**The original Hebrew Text from**

**"הולך בטל " satiric column**

**מנפלאות הטרנסלייט – מעת יניב ליפשיץ (הנפלא)**

**נו-נו-נו!**

**פשוט מביש מה שמתרחש בפייסבוק...**

**קיבוצניק פלאח מטנף באין מפריע על חברים שנולדו וגדלו בקיבוץ וגם על כאלה שלא, "זוחל בתל" לדוגמא.**

**ואתם? מנשנשים לכם כיסונים לארוחת ערב בלי למצמץ.**

**תתביישו!**

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**The Wonders of Google Translate – (The amazing) Yaniv Lipshitz**

**(From: “He walks on the Tel: )**

Nu-Nu-Nu!

It is just shameful what's going on Facebook...

Farm Boy is throwing dirt all over, including born and raised kibbuzniks and others, Hill Crawler among them.

And you? Eating Little Pockets and don't even wink. **Shame on you!**

 (He who understands, understands – Ed)

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**Our Guests in this Time of War**

Many thanks to Ravital Amit for the help in preparing the section



**Viktor and Karin Albinsky Celesta from Kibbutz Brur-Chail**

**Who we are?** Victor and Karin, parents of Gaia, 3 years old, joined the lovely Rimon Kindergarten and Yuval, 1 year old, enjoys playing in the "Arava" nursery school established for the evacuees on Yizrael.

**What do we do for a lving?** Karin, a clinical social worker and normally works in a communication kindergarten in Ashkelon. Victor, an educational psychologist and normally works in the psychological service in the city of Netivot. Now we continue to work remotely.

 **Where were we until we got to Yizrael?** We traveled around the country...we stayed with a family in Ein Gedi, after that in the accommodation of evacuees in Kibbutz Ma'agan Michael, then in the Dan Panorama Hotel in Haifa and from there we arrived here.

**What do we miss?** We miss Yuri the rabbit and all our friends. We miss trips to the wadi of the kibbutz and picnics in the wild, Friday barbeque dinners, with the extended family, with Grandpa Andrei and his “Top Sirloin” meat cuts. We miss sitting on the swing in our garden, drinking coffee with the neighbours on Saturday mornings.

**What do you like about Yizrael?** The care, the people whose faces light up when they say hello, the encounters on the paths with pedestrians and scooter riders, the well-kept gardens and especially the educational staff. The inviting and delicious dining room, the Hanukkah holiday which was very exciting and the cultural events in general. Love the open spaces, devoid of roads, the stone garden, the agricultural farm and Mitzpe Haharuvim. We love Keren and Eyal, and the lovely Na’ama who hosts us in her apartment.

**Nir and Liat Zohar from Kibbutz Brur-Chail**

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**Who we are?** Nir and Liat, parents of 11-year-old Yael, 9-year-old Gefen and 4.5-year-old Gev. Yael and Gefen study in Gan Ner and Gev in Gan Alon.

**What do we do for a living**? Nir, an engineer in the aerospace industry and Liat, a marketing manager. We are able to continue with our jobs. Liat often on-line and we travel a lot.

**Where were we until we got to Yizrael?** On the eighth of October, early in the morning, Nir was recruited. Liat traveled with the children to Herzliya and after a week they moved to a hotel in Haifa, together with the community from Brur-Chail. On the one hand, it was good to be with the community all together. On the other hand, it was difficult to be in a hotel, when you are used to the open spaces. After two weeks in the hotel, we arrived on Yizrael. Moving here is the best thing that happened to us in the last two months. We're back to breathing, we're back to enjoying the little things, we're back to feeling a little less torn from our home.

**What do we miss?** We miss our house on Brur-Chail very much, our friends and the children, and we especially miss Litchi, our dog, who has been in a boarding house for two months. We miss sitting in our yard and looking at the view of the endless fields.

**What do like about Yizrael?** We are happy that we have the privilege to be here, one of the most beautiful areas in the country, surrounded by an embracing community and thank you for making us feel at home. It’s definitely not taken for granted and we appreciate every moment here. A special thank you to Eyal Tirosh and Keren Kagen, who, from the first moment took care of everything. They make sure we lack nothing even before we can say that we need it. You will always remain in our hearts!

**Updates from the Head of the Board of Directors of the Holding Company**

Hi to all the members! Today I shall relate to the on-going war (thru the eyes of the Holding Company), to the help offered to the kibbutzim in the south, and to the half-year results for our holding companies.

1. **War in Gaza (“Swords of Iron”):**

We all awoke to a new reality on the morning of October 7th. Our business interests, like the whole Israeli economy, all contended with the shock and surprise and adaptation to the new situation. Large parts of the workforce (ours too) were either called up to reserves, or were dealing with maintaining the home while a family member was called up, including children without formal education frameworks. The whole population was left with unanswered questions – How? Why? Who? In spite of the complications, all our businesses continued to function – our agriculture proved once again the significance of being locally operated, and fortunately most of the industries that we are involved in, are export-oriented and therefore able to continue’ with the appropriate adaptations. For example, in Maytronics, 10% of the workers were called up (“Tzav 8”) to reserve duty.

1. **Helping the kibbutzim from the South.**

The holding company has been active in extending economic aid to the kibbutzim and has jointly set up a fund (together with several other kibbutzim) which has deposited considerable capital in the southern “purchasing organization” (Mishkei Hadarom”). The aim of these monies is to rehabilitate the kibbutz industries in the South. The fund will not charge any interest on the monies in the fund, making it basically a free loan. Yizre’el, amongst the first of the kibbutzim to respond to this initiative, deposited the maximum amount permitted under the terms of the fund (3 million shekels). This action was taken under the conviction that “when you have, then you must help those that haven’t”. (Parallel to the idea that “you don’t give the needy the fish, but rather give them the rod with which to fish.”)

1. **Half year (2023) summaries**

It was indeed a challenging half year, with the following emphases:

* A concentrated effort to complete the purchase of “Kapro”. Since the start of the second half of the year, Kapro is ours.
* Effective management of our holdings according to the decisions made re business strategy, aimed at guaranteeing the continued flow of dividends to the kibbutz
* Ongoing efforts to locate businesses for acquisition that fulfil the requirements laid out in the approved business strategy
* “Changing of the guards” – Shaul Gur ended two terms as the Chairman of the Board of the Holding Company. He was replaced by Arik Shur.

Three main points characterized our businesses in this half-year:

* Management of large stockpiles (and the ensuing problems in cash flow) created by the explosion of business during the Covid-19 epidemic.
* Continuation of high interest rates, which affected both business and loan payments (but helped with our investments!)
* Over everything else, hung the cloud of the intended revolution of the judicial reform – the big issue that was subsequently overshadowed by the war in Gaza.

**Maytronics:** The company contended with the major problem of stockpiles in the distribution network (a problem common to all companies in the pool cleaning industry). One interesting point was the purchasing of Eccxi, a company in the world of digital (internet) marketing. (Maytronics Sales 1,250 million NIS, a gain of 10.4% over the previous year, net profit of 181 million NIS (19% less than the previous year).

**Teldor:** The company is having their best business year ever, with an excellent business environment and very good management. The company is looking into entering new markets (defense, shipping, transportation, drilling rigs and more) having recently completed a new strategic plan. Sales – 227 million NIS (26% increase) Net profit – 28 million NIS (100% increase!)

**Agriculture:** The first half of the agricultural year is characterized by mainly expenses and little income, which comes mostly in the second half-year. The year in field crops is expected to be good. The dairy is having another good year and a decision has been taken to absorb the dairy quota of Kibbutz Maoz Chaim and thereby enlarge the dairy on the kibbutz. This is expected to happen in the second half of 2024.

Net loss:3.2 million NIS, 28% greater than last year

**Netzer:** Continuing to consolidate, with an interesting future. However, failed to reach the planned results after postponement of several international contracts. VP marketing was replaced. Sales- 22 million NIS (increase of 24%), Net profit – 4.7 million NIS, 46% increase over the previous year.

**Maagan Eden:** Suffered, like all tourism businesses, in the two years of the Covid-19. This year returned to good results (but now the war has impacted the business once again). Sales – 25.2 million NIS (16% over last year), net profit – 4.5 million NIS (10% decrease from last year.

**Kapro:** Also suffering from stockpile accumulation and affected strongly by the war in Ukraine/ Russia (both are significant clients). Having a factory in China contributed to the marketing both inside China and also in Russia. Looking for possibilities for M&A (mergers and acquisitions). Yizre’el Holdings are now 45% owners of Kapro. Sales – 12.8 million $ (21% less than last year) Net profit – 0.3 million $, 75% less than last year.

**Tamuz:** Management changes together with new owner strategy have made improvements. New agreements have been reached regarding the continued presence of the factory in Yizre'el until 2029, together with a clear policy of payment of dividends. Sales: 91.6 million NIS (20% increase) with net profit of 12.3 million NIS (also 20% increase)

**Real Estate branch:** This is one of the most active spheres in the holdings company. Two major projects are being built for Maytronics – the Technologies building (recently opened for business) and the headquarters building, scheduled for opening in the third quarter of 2024.

**Energy branch:** In the middle of 2022, the solar field (next to the traffic light intersection) started to produce and was connected to the grid. The petrol station is also destined to grow, with the expansion of the commercial part of the station, in the area between the existing station and the fence of the kibbutz.

**Filter Art:** During the year, the company purchased another company (AQUAHD). The company continues to grow and in soon we shall be required to make decisions about our part in the company.

**Security Matters:** After the worth of the company collapsed and the value of our holdings (1.36%) plummeted from 2 million NIS to 100,000 NIS, we have decided to try to sell our part.

**…**.. and finally a few words of thanks – to all the members of the kibbutz, the directors, the managers and the workers in all of our holdings, for all of their efforts and contributions in the current year.

Special thanks to the managers and the workers in agriculture, Maytronics, Teldor, Maagan Eden, Filter Art, Netzer and now Kapro.

All are invited to make contact with me, to ask, to comment, or even just to show interest.

Ron Cohen, CEO of the Kibbutz Yizre'el Holdings Company

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**"Shivchei Maoz", - A Song by Naomi Shemer**

When Naomi Shemer wrote the words "Shivchei Maoz", during the war of attrition, she did not know how relevant they would be in 2023. How was the song born, what is the connection to the Hanukkah holiday in the Suez Canal fortresses and who was the officer from Kfar Aza who was part of the inspiration for the song?

Hanukkah, 1969. Israel was in the middle of the war of attrition. Naomi Shemer visits the canal outposts. She meets with the soldiers and asks them "kibbutznik questions": Where do you sleep? What do you eat? How do you pass the time? The soldiers share with Shemer their daily routine and their feelings - the outposts and strongholds are constantly bombarded, Egyptian snipers shoot into the courtyards of the outposts at regular hours, and a terrifying routine of a constant danger of death is part of their daily routine. The soldiers showed Shemer a menorah that they had made from empty shell casings and told her that after lighting the candles they sang "Maoz Tzur" with all their might, so that the Egyptians hear them from the other side of the canal.

The inspiration for the song came from the commander of the stronghold she visited. His name was Michael Reches. In 1969, Reches was a member of Kibbutz Kfar Aza, a reserve officer who volunteered to defend one of the strongholds facing the Suez Canal. Reches was a disabled IDF soldier, a hero of the Yom Kippur War and the bereaved father of the late navigator Sagi Reches. During the "Tzuk Eitan" operation, Shemer's son, the singer Ariel Horvitz, appeared before the members of Kibbutz Kfar Aza and told them how the song "Shivchei Maoz" was born - how Michael lit the menorah of shells in front of her excited eyes. When she returned to her home, this Hanukia inspired the song "Shivcheii Maoz", a song whose words take on a new meaning these days.

The original poem "Maoz Tzur" is from the time of the Crusades. This is a song of revenge for the history of the Jewish people - from the exodus from Egypt, to the Babylonian exile to the Hasmonean days. The song is a prayer for hope for redemption and the restoration of the Temple. Naomi Shemer kept the sense of persecution and danger and reinforced the motif of retribution for Israel's enemies, but instead of a prayer to the Highest, for salvation, she placed a lone soldier at the centre of the poem. The soldier, who actually represents the entire IDF, remembers the smell of the orchards and the almond blossoms, the beauty of the world, and at the same time stands ready to face those who would destroy him. The soldiers in the strongholds, the admiration for the power, the military wisdom and the strength of the IDF's hand, the longing of those far from their home, and a longing for the calming of the fears that consume the combatants...

Leli, Naomi Shemer’s daughter: "Mom did not go against the traditional poem, but put a different emphasis. - it is not the Higher Power that saves us but the soldier, by virtue of the strength given to him by his family, by virtue of the memory of the blossoming of the almond trees, the beauty of the world. He stands prepared to resist the enemy who is bent on his destruction.

Written by: Liron Halbreich (06.12.2023), from the "National Library" website



**Praises of the Fortress (Shivchei Maoz) מעוז צור ישועתי**

**To you, fortress and rock of my salvation,**

**It is delightful to offer praises.**

**Far away, far away near my home**

**The orchards yield their fragrance**

**I'll come through tunnels and fortresses and caves**

**Rocky crevices and dusty burrows**

**Somewhere in the heart of the night, tense and still**

**Someone seeking my life is watching me**

**Fortress and rock of my salvation,**

**A stubborn and tough stronghold**

**Almond trees near my home**

**Stand in blossoming whiteness**

**I'll come through tunnels and fortresses and caves**

**ובנקרות צורים ובמחילות עפר**

**Rocky crevices and dusty burrows**

**Somewhere in the heart of the night, tense and still**

**Someone seeking my life is looking at me**

**Fortress and rock of my salvation,**

**In endless battle it will triumph**

**To me my sister Ayelet**

**Will send a tired smile**

**I'll come through tunnels and fortresses and caves**

**Rocky crevices and dusty burrows**

**Somewhere in the heart of the night, tense and still**

**Someone seeking my life is lurking**

**Woe to him from my sting**

**And woe to him from my honey - Woe to him who seeks my life**

**Trip to volunteer in the South**

**Fri Sat 22/23.12**

**Departure 05:00 on Friday morning**

**Return Saturday in the late afternoon**

**Two days of agricultural voluntary work**

**Sleepover in Chan Matnat Midbar**

**(Next to Tlalim - Ed)**

**Cost – 100 Shekels**

**Sportiulim Committee**

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**Programme for 17/12/23 – 21/12/23**

**Daily 08:30 – 12:00 – coffee, cake, chats, board games**

**Sunday 17/12**

Opening the week with Monica.

09:30 Zoom Lecture –Music with Dr Motti Adler – Haydn – melodies and sounds

10:00 Ceramics room open with instruction from Ziv Ben Bassat

**Monday 18/12**

O8:00 Pedicure with Limor Mualem (by appointment only)

09:30 The Jewish Autumn - Homage to Yossi Banai

16:00 Open for coffee, cake, and chats

**Tuesday 19/12**

10:00 Trivia and board games with Galia

14:00 Ceramics room open with instruction from Ziv Ben Bassat

**Wednesday 20/12**

09:30 Blooming nature with Hammutal

**Thursday 21/12**

07:00 Pedicure with Na’ama Baum (by appointment only)

10:00 Movie screening with Galia Shemi

17:15 Exercises on chairs with Michal Sha’anan

**English is Fun - with Rahel**

“JEWS: Who Knew?” (by Debbie Jones Thornton)

Taken from the book “JEWS: Who Knew?”

This comment from an internet blog caught my eye and cracked me up. Participants were discussing the question, “Why are there so many Jewish Nobel laureates in comparison to other groups?”

Amy Winston, a self-described “useless math professor” wrote.

“I’m sure I’ll offend someone, but I’ll say it anyway. I think it is selective breeding. It is not just Nobel Prizes. Forty percent of the top lawyers in New York and New Jersey are Jewish. A very high percentage of Field’s Medal winners (the Nobel Prize equivalent in mathematics) are as well. Many estimates put the average IQ of Ashkenazi Jews at 115, while the average IQ for anyone of any age is 100.”

She goes on to say, “While other groups have worshipped sports figure, Jews have emphasized scholarship. It wasn’t the football hero who got the girls. It was the class genius. In the ghettos and shtetels of Europe, the smartest boy could have his choice of the girls. He could marry one and they could have a lot of children and pass on the smart genes. So now, Jews, on average, have high IQ’s but suck at sports.”

And now to the crux of the matter. Why? Why have a group of people so small in number been able to create such a mighty body of work for the betterment of mankind – especially considering their difficult history?

The history of the Jewish people is complicated, but allow me to make some observations. After being exiled from their homeland by the Roman Empire, the lives of the Jewish people were disrupted and the community was displaced. They migrated from one place to the next, adapting, but not really assimilating themselves in to whatever society they wandered into. What followed was a long, calamitous history of persecution and abuse by their gentile reighbours, whether Christian, Muslim or pagan.

Over the years, millions of Jews have been killed in inquisitions, pogroms, and more recently, the horror of the Holocaust. At certain times in history, Jews were banned from membership in craftsmen’s guilds; they couldn’t own land; they were heavily taxed. Even in more recent times, top universities and colleges maintained strict quotas on Jewish admissions, country clubs and patriotic organizations barred them, gentile employers limited how many Jews they hired, if any, and Jews experienced significant anti-Semitism in their lives and careers.

And yet – from this lineage, Jews have survived and thrived against all odds. Leo Tolstoy (Russian icon, author and social reformer, 1828 – 1910) said, “What is a Jew? What kind of unique creature is this whom all the rulers of all the nations of the world have disgraced and crushed and expelled and destroyed, persecuted, burned and drowned, and who, despite his anger and his fury, continue to live and to flourish?”

Mark Twain (aka Samuel Clemens, American author and humorist, 1835 – 1910), said, “The Jews are peculiarly and conspicuously the world’s intellectual aristocracy. Jewish contributions to the world’s list of great names in literature, science, art, music, finance, medicine and abstruse learning are way out of proportion to the weakness of his numbers. He has made a marvelous fight in the world, in all ages, and has done it with his hands tied behind him.”

So, back to the central question – why – against all odds – has Jewish achievement been so significant? Is the reason due to genetics, environment, culture, history, religious tradition, education, or a unique combination of multiple factors? There is a myriad of theories out there, but I find the reasoning of Steven L. Pease to be the most compelling.

 ……………more next week

**Credits:**

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