



The Yizraelite – No 2158. Date: 17.5.24

Kibbutz Yizrael



Kibbutz Yizrael and the family regret to announce the passing of our dear friend and Kibbutz member Michi Gross

Edi-torial:

This week I want to say thank you to those of you who help me to bring out “The Yizraelite” every week without fail.

Biff Markham does the proofreading and I can assure you that it is not an easy job proofreading for your Edi-tor. (A teacher once asked my mother if she had dropped me on my head as a baby) Biff also translates the “Beacon on the Hill” weekly program. Today she saved me by agreeing to translate the table detailing the “Shnat Chofesh” procedure. (I had already decide to leave it out).

Rachel never lets us down with “English is Fun” Some light relief in this depressing world.

This week you can read Ron Cohen’s long and important financial report. I am allergic to excel and Higher Finance. Shimon Zelas saved the day and worked hard all week to bring you the information.

Tzafnat has agreed to translate her own column from now on. A Big relief for me.

All help is gratefully received. Thank You all again!

Excerpts from the Ceremony on the eve of Memorial Day, 2024

Iron Swords

Alon Matalon

I enlisted in the armour corps, because I wanted to follow in the footsteps of my father and my brother. It's in the family DNA.

But when I arrived at the training base in Shizafon, I was actually assigned to the auxiliary company.

On October 7 I was in shock, following what had happened. The call up from the army was not long in coming.

The Company Commander said that although we are intended for the defense of the northern border, we need to be ready for missions in Gaza. It was a punch to the gut. We did 3 weeks of training and preparations.

In the meantime, we were assigned to fight under the command of the Nachal Brigade as an armoured battalion assisting the Nachal. At first the battalion advanced without us. We entered a neighbourhood called A-Tetra, in northern Gaza, not far from

Jabaliya. We joined them a few days later. The first night we stayed in an abandoned house.

Several days passed in which we moved slowly from house to house. We realised that we had to start organising for life within this reality: we organised a kitchen in every house we came to, arranged sleeping hours and made sure that there were always soldiers on guard. At this point, a small team of snipers from the Nachal joined us, to observe the surroundings and provide cover.

We continued to move forward and arrived at a large house where we found many weapons, Here I stumbled across the owner's work permit for work in Netivot. It shook me. I suddenly understood how we were taken advantage of. That was our misconception.

The morning of the eighth day

At the beginning of the morning Nevo, one of the officers, came up the stairs after a briefing with the Major General and said: Today is going to be a challenging day. 30 terrorists with a determined platoon commander are waiting for us.

The brigade received an order to occupy a central Hamas outpost, Outpost 17 on the outskirts of Jabaliya.

We walked to the starting point and from there we crawled from cover to cover until we found the house we had to take. We understood that the entrance was from a narrow side alley. In the meantime, at a nearby central intersection, where additional forces were stationed, a troop carrier was hit by a missile. Reinforcements arrived to rescue the survivors. We continued with our mission.

We carefully climbed the stairs, floor by floor. We got to the third floor and from there we placed lookouts in different directions and towards Post 17. Suddenly, one of the lookouts saw a figure in the house across the street. He shot at it - and missed. We realized that the enemy was stationed there.

The distance between the houses was really short. We decided to throw grenades into the yard of the house opposite. My platoon went out to occupy the house. My squad followed the forces. The squad in front entered the suspected house and began to check it. A grenade was thrown at the first squad inside the house. Luckily it didn't explode, and they rushed out. They threw a grenade back into the house and then yelled to my squad to move towards them. The second I set out with my partner I saw the company commander running in my direction and shouting: Grenade!

The grenade exploded on our guys who were outside and injured the officer- Dudel, and the sniper. My previous company commander who was with them in front - Nevo, was also injured. I ran towards Dudel. I just ran and didn't think. While running I caught sight of a door on the side of the house - I opened the door and I dragged Dudel there. Another soldier remained outside in the alley, along with another wounded person and probably another grenade was thrown at them that did not explode. My comrade took care of the other wounded person in the alley and placed him under the stairs in the terrorists' house.

The fight continued and our machine gunner was injured and was in a bad way. So too, the medic who ran to help was also injured. They somehow managed to get to us. We started treating them - I explained to the soldier next to me how to put pressure on the wound to stop the bleeding. The medic, despite his severe injury, explained to me how to take care of him and the others. I continued to take care of everyone around me. My hands were covered with the blood of the wounded.

At some point, the platoon's sergeant arrived, and not long after, the Deputy Company Commander too. After a firefight between the soldiers who remained on the second floor, and the terrorists, two soldiers managed to rescue the wounded man from the stairs of the terrorist's house. Reinforcements were sent to assist us. We realised that the terrorists were on the second floor and that's where the second company directed their fire. Then a tank arrived and fired 4 shells at the house and there was silence... Only then was the medic of the second platoon able to reach us and he began managing the evacuation of the wounded and their treatment.

A friend of mine was stationed in the war room. When he heard about the incident - he sent us tanks to help with the evacuation... We sent the wounded back on the tanks and the machine gunner who had already shouted "Shma Yisrael" several times, because he thought it was over for him, was evacuated by helicopter to Tel Hashomer Hospital. I was told that the direct pressure applied to his injury saved his life. Some of them were seriously injured.

After that, when our house and the house opposite were pronounced "clean" of terrorists and the wounded were evacuated - we reorganised. The infantry squads that followed us were ordered to go in and make sure the house was really cleared of the terrorists, and we ordered all the guys to keep low and shout "IDF, IDF" to make sure they remembered that we were still there.

Two minutes later – a round of bullets was fired into the house, where we were taking refuge (not from “our” soldiers, maybe from a tank. I don't know).

Two guys were hit immediately. One was a sniper from the Nachal who joined us at the beginning of the fighting. He was very seriously wounded and a soldier from our platoon was slightly wounded. Both were immediately evacuated, but unfortunately, the seriously wounded man died later in the hospital.

I remember that when the round was fired at us, I immediately jumped into the next room.

We were ordered to stay where we were and not continue with the brigade attack. After a short time, we were brought back to take a break. We found a house and there we did a summation of events with the deputy company commander and finally understood how the events had unfolded moment by moment.

During the summation, I realised several things:

I realised that if I had not found the opening and the door and taken the wounded there, it is not certain that we would have survived. That's how lives were saved. During that event, I applied 3 tourniquets.

Another thing I realised was that I ran towards a grenade that exploded to get to the wounded company commander. I don't know why I did it - probably instinct.

My gun didn't fire a bullet at all that day, and I don't regret it. I saved people's lives.

The summation helped me and my friends understand the sequence of events of the battle, so we don't remain with gaps in our understanding of the events. Today we know that processing immediately after the battle is vital for preventing post-trauma in the future.

At the end of our campaign, we held a regimental ceremony where I received an outstanding soldier award.

To this day, we, the members of the company, are in close contact and accompany our wounded comrades in their rehabilitation process.

Alon Matalon

Iron Swords - Daniel Shapira

6.10 – Friday: I had just finished my 3-month work period on the kibbutz, and this 25-year-old kibbutznik did not sleep that night from the excitement from the impending move to the big city.

7.10 - Saturday: I got up at dawn for my last duty shift in the dining room, knowing that when I finish work, I will then load the cartons and soon unload them in Tel Aviv. My new beginning!

Little by little, photos and videos of jeeps in the heart of Sderot started appearing online and I thought to myself, wow, someone here has done a great fake news job. I quickly came to my senses and realised what was going on.

Instead of an exciting start in Tel Aviv, I found myself in the heart of Gaza, fighting and clearing one house after another. Destroying another terrorist infrastructure, jumping from mission to mission, finding another stockpile of weaponry.

Not ten minutes passed without the noise of war. We quickly learned to recognise which is ours and which is theirs: Air Force bomb, tank shell, mortar, machine gun, Engineering Corps' explosions.

At some point we started to fear the silence. It was worrying and the uncertainty was all around. Am I understanding the situation well enough? Do I have enough ammo? Is this pit the opening of another tunnel? What will we eat today? Did I camouflage the house well enough? How many hours will I sleep tonight? When will we go home? Will I get to see my friends ever again? And what's going on in the world out there?

We connected to the outside world via transistor radio.

Nothing prepares you for the fact that at 4:00 in the morning you find yourself guarding at the entrance to a house on the outskirts of an unpronounceable town.

With the help of music, you try to remember that you are a simple person, who until a month ago was simply a citizen and not a warrior.

Trying to catch some dedication of a song on the radio from someone you know. Suddenly you hear the shocking news- Chen Salzman, a close friend from my army service days, was killed by an explosive device in Khan Yunis.

A feeling of helplessness overcomes you. You fall apart in the doorway of a house in the heart of Gaza...

Only 5 months before, Chen and I drank a toast and laughed out loud in Argentina. Today I am crying over him.

Not a week or two goes by and you find yourself almost in the same situation: 200 meters from where I stood, a group of soldiers went over a land mine, 150 meters from me the Hummer that was on its way to collect us, was fired upon by a terrorist.

Things are put in perspective. What is really important, what should I put behind me? What must I do to make this world a better place.

The understanding permeates. There is no time to waste. It must happen today. It should have already happened yesterday.

I hope this is a message that will permeate our society.

Daniel Shapira

Iron Swords – Then and Now

Hamutal Assaf

We are not men of war. All our lives, we wish for peace, building a society together, having compassion for others.

The morning of the seventh of October suddenly brought me back to the Degania B of my childhood, bombed in the war of liberation, back to the intensity of the noise of the shells, the moans of the wounded, hungry cows - sounds that I did not recognise, did not understand, did not know how to decipher. We were bomb shelter children. Days and nights in the shelters, until the evacuation.

When the war intensified, Degania Alef and Deganya Bet were constantly bombed and a decision was made to evacuate all the children and women to Haifa, to Ahuza.

Crowded and stuttering buses evacuated us.

Me with Michal and Yuval my brother, we were without a father - he was left to guard the kibbutz gates, like all the men.

Our Mother was not with us either – she was a dairy worker, she took care of the cows, and finally, out of love, released them to the banks of the Jordan river.

The memory of the terrible fear is burned inside me - at night on the mattress with my kindergarten children friends around me, but feeling alone without a warm hand, a hug, a mother's singing voice. Without father's bedtime story - I'm alone in the world!

After months we returned home. Degania was destroyed, our house and palm tree were shelled. Yes, everything was restored and rebuilt. Degania B. was resurrected, but the small and vulnerable soul was not restored.

On the seventh of October, when pictures, stories, and testimonies began to appear, the sound of the cows bleating, my crying at night, the sight of the burned kibbutz and the so sad eyes of the adults, full of terror and determination to protect Daganian, came back.

Yes, even in Nachal Oz they released the cows to the fields, even in the settlements of the Gaza border, huge fires raged, sounds of war were heard. Sounds which I already knew how to decipher. When I received the news about the devastated family of my sister Michal in Nahal Oz, a pit of sadness, as deep as an abyss, opened up inside me.

Tell me, where can I lead this wounded soul?

And I just want to offer my consolation and compassion to the thousands of victims in wars that never end, and in this terrible war that has not yet ended.



Even Behind a Curtain of Clouds the Sun Always Shines.

Nir Baor

This line was written on the concrete reinforcing on the "roof" in Binge Bel where we stayed for a while, as part of the "Lebanese war" in the winter of '98. Something about this optimism that calls to the light - stuck with me, and this thought has remained with me more or less, until October 7th.

In the first month of the war, I lost a bit of optimism and some of my words. I used other people's words, which were not accurate for me. Mostly I felt a mix of emotions of anger and sadness, fear and compassion. I was nervous. I increased my wine consumption, to assuage a little of the hardship of the reality of war. I shouldn't have

watched so much news, but I did. I didn't hear a lot of news reports, but I listened to worried looks, to screaming silences.

Since the second month of the war, I have already entered a routine of divided attention: every day I go to school, work, weed in the garden, maintain my seemingly normal daily life. On the other hand, I find myself alert. Every now and then when I'm in Tel Aviv, somehow the car always takes me first of all to the "Hostage Plaza". I hold my breath when I hear the news in the morning, a minute before school: what would happen if the name of someone I know was suddenly broadcast? A student's name or a friend's name? How will I talk about this with the girls? How will I teach?

When I started writing for the ceremony, I heard voices and questions all around me - such as "we will forever live by our swords" and "this is the reality of our lives", voices that called for "sad joy" on the eve of Independence Day and - how will we live here and how will we raise our children in this bloody land?

So, I thought and debated and tried to find within me a place of hope, and of life. It took a while, but I found it.

Life has everything - joy and sadness, laughter and kindness, war and evil, pain and illness, births and loves. But we also have a spirit that believes it is possible. There is an inner place, which you can always return to when it is difficult. We have already proven it, that there is always light on the hill, that there will always be an outstretched hand. As long as we make a place for every boy and girl, man and woman, old and young. As long as we make room to laugh and admire the amazing creation of a shared life, of building together. I embrace all our soldiers and all our evacuated guests. I believe we will succeed, and we will be able to stand firm.

I realise that in the search for unity and strengthening, one must not be afraid. That precisely when it seems that our attention is so divided, it is clearer to me than ever that it is worthwhile to hear and give voice to all voices. That we allow ourselves to feel the whole range of emotions, because we are allowed to be happy and to love. and it is so true in my view that we will continue to be the vulnerable, complex human beings that we are.

So, this is how it is in our complex everyday life -

One goes to dance with dead soldiers in his heart, the second writes songs, the third volunteers to guard the gate, the fourth worries, the fifth goes out to demonstrate, she is glued to the T.V. screen, the neighbour's daughter is lying on the grass, staring at the clouds.

War is cursed. It affects each and every one differently. I don't know what heals. Time probably only lessens the pain but does not make it worse. This year, I'm afraid every day is Memorial Day.

But the clouds continue to float in the sky.
And the wheat? Together we will make sure that it grows again.



From the 76th Independence Day Ceremony - Kibbutz Yizrael.

Seventy-six years ago, the Jewish State was established here. After 2000 years, in which there was no sovereignty for the Jewish people, in which the Jews had no protector. After 2000 years, during which Jews were scattered among the nations, the fathers of Zionism and the pioneers led to the establishment of a state for the Jewish people, **the State of Israel**. This country has known difficult years. Years of austerity. Years of threat. Long years of fighting. And this country has also known good years, Years of demographic growth. Years of a prosperous economy.

Our country is a visible miracle, man-made, made by our grandparents, who came from the Diaspora, some of them Holocaust survivors, and created here from scratch, from the wilderness, in the face of a reality of threat and danger, a prosperous country, modern agriculture, advanced industry, groundbreaking science, innovative technology, culture, art and spiritual life, modern Jewish Hebrew creation.

We are in the midst of a difficult time, one of the hardest we have known, perhaps the hardest of all. We feel a lot of pain, we are angry, disappointed, we feel despair and even embarrassment, most of which are directed at our failed leadership. But alongside this there is also pride for the men and women, the young people who mobilise and volunteer, who fight and struggle for the country and society, and for the future. This Independence Day it is difficult to be festive, difficult to be joyful. This year we will mark Independence Day and forgo the celebrations, we will hold on to what we have with pride and this year we will become stronger, and we will hope for good days to come.

We will light five 5 beacons. Each beacon will be dedicated to a topic that has a special meaning in our lives.

First beacon - in honour of the kibbutz communities in the Gaza Envelope and the northern border. Dagan Meir from Kibbutz Eylon, on the northern border, and Ortal Grossman from Kibbutz Gvaram, in the Gaza Strip, who have been staying with us with their families since October:

“In honour of our brothers and sisters, the members of the kibbutzim in the Gaza Envelope and on the northern border, who for years have been living on the front line of the State of Israel, guarding our borders with their bodies and facing danger. In honour of the communities, who in one day were torn from their homes, neighbours, families, life partners, from the familiar and beloved landscapes and the safe routine of

life, and for many months have been living temporarily and without certainty about the future, missing a sense of belonging and identity, and without the enveloping embrace of a supportive community. In honour and memory of hundreds of loved ones, who lost their lives on that Black Sabbath. In honour of the kibbutz communities in the Gaza Envelope and the northern border we light this beacon.

Second beacon - in honour of our regular and reserve soldiers, in the IDF and in the security forces. Lit by Yuval Agmon and Eden Zinenko. Yuval, a reserve fighter in the paratrooper brigade, participated in the battle in Gaza City and fought in the Khan Yunis sector. Eden, a reserve officer in the search and rescue battalion, serves as a sergeant in the 5th battalion, and served both in the North District and in Tulkarm: In honour of our members, our sons and daughters who serve in the IDF, in the security forces and in the standby team. In honour of those who were called from their homes on that terrible day, left spouses, children, parents and brothers and sisters left their routine of work and studies, for the sake of restoring security to our country. In honour of the soldiers at the front, whose courage and sacrifice enables us to exist here. In honour of all the soldiers who, through their actions, fight and protect our home. In honour of the members of the standby team, who took upon themselves the risk of being our first line of defense. The determination and courage which pulsates in you bring so much pride to our community. In honour of the IDF and the security forces we light this beacon.

Third beacon - in honour of our local volunteers. Eyal Tirosh and Tzafnat Mor. Eyal volunteered for many tasks from the beginning of the war, and for eight months he has been coordinating, together with Keren Kagan, the accommodation of evacuees in the kibbutz. Tzafnat, contributed great deal to helping farmers and in various tasks that were required:

“In honour of thousands of people, exempt from reserve duty, who volunteered, starting on the seventh of October for hundreds and thousands of volunteer projects, for and as part of the war effort, in places where the state had not yet been able to respond. In honour of those who prepared care packages, who baked cakes, knitted hats, transported equipment, laundered uniforms. In honour of the donors, the planners, the initiators. In honour of the many who volunteered in agriculture, in our own area and in the areas of conflict, helped many farmers, at a difficult time for Israeli agriculture, and were the beautiful face of Kibbutz Yizrael. In honour of the beautiful civilian society, we light this beacon.

Fourth beacon - in honour of the abductees. Hammatal ben Amitai-Assaf will light in honour of her family in Kibbutz Nahal Oz and Tal Wolfson Darom will light in honour of her family in Kibbutz Be’eri. Both families paid a heavy price, murdered and kidnapped.

“In honour of 132 abductees, who have been held captive by the murderers for 220 terrible days. In honour of 124 abductees who were released and returned to their homes, with the scars of captivity remaining on their bodies and in their souls. In honour of the family members who for more than seven months have been in constant fear and living with the most terrible uncertainty. In honour of the chance and hope for any of them who are still alive. **We must bring them home! NOW!** For the sake of the hostages, we light this beacon.

Fifth beacon - for hope and peace. Yoni Brauman and Tamar Sanker. Yoni and Tamar are very active in spreading hope and the chance for a better future:

“In honour of the hope that, despite everything, there will still be good here. May our leaders find the right path, and peace will come upon us. In honour of the hope that the wounds will be healed, and the scars of this period will heal, layer after layer. In honour of the hope of life and the strength to summon our powers of healing and growth. We will again believe in man. In honour of the hope, that we will still experience beautiful and good days of compassion and kindness, and that a rainbow will still shine above us. In honour of hope and peace we light this beacon.



Congratulations to Patricia and Oscar Groisman

On the birth of their granddaughter, a daughter for Matthias and Ann, a sister to Ellie. Congratulations to the entire Groisman family and Ann's family.

Wishing you an abundance of joy, light and health and lots and lots of love.



Open discussion on the topic:

New profit distribution Key - Yifat Assaf

On Sunday, 19.5.24, the community management will hold an open discussion on the topic: Key of profit sharing - formation of the community management's perception regarding the key for 2025. Members who wish to come to the discussion are asked to notify in advance for the purpose of organisation. The discussion will start at 18:30.

Wanted – For Lag B’Omer

One Committee

Please contact Tal Wolfson-Darom



Thank You!!!!

Tal Wolfson-Darom wishes to thank all those who participated in arranging Pesach, Holocaust Day, Yom Hazikaron And Yom Ha'atzmaut

Details in the Hebrew Newsletter



Report From the Asefa held on Wednesday 08/05/2024.

Present: 32 members in the moadon and additional members on Zoom and Channel 900.

1. The search team's recommendation for the position of Chairman of the Reserve Fund - Elad Ilan (the election by ballot on Wednesday and Thursday after Independence Day).

Kinneret presented Elad's candidacy (see the last bulletin). Maor refined the job definitions and the scope of his involvement in the community and strengthened the recommendation of the search team regarding Elad's ability to fulfill this role. Yitzhak added words of congratulations and thanks to Jeremy who is finishing his job.

Stop Press: Elad was elected!!!! Good Luck Elad.

2. The Staffing Committee recommends the following appointments:

A. For the Health and Welfare Cluster Council - public representatives - Rotem Agmon and Amir Darom

Welfare representative - Yoni Brauman

B. For the Education Committee - Natalie Zinenko, Alita Grosser

C. For the coordinator of a security committee - Eyal Tirosh

D. Residents Committee - Sigal Hadar (coordinator), Limor Keret, Uri Gilad, Genadi Axelrod, Shahar Levy, Dana Baum

E. Chairman of the asefa - second term - Eddie Solow. Eddie said that he accepted the request with pleasure. He had held the position several times in the past. Twice he asked the committee to go back and check if there was another member who was suitable and agreeable to fill the position. The third time he gave his consent.

• The vote on Sigal Hadar to coordinate the Residents' Committee and on Eyal Tirosh to coordinate the Security Committee took place through the Kehilanet. **Both Candidates were duly elected.** Good luck to Eyal and Sigal!

The other members of the various committees were introduced at the meeting, questions were asked, and a discussion took place. No objections were raised to the staffing. Congratulations to the new committee members and good luck in your positions.

3. Vacation procedure

Ishai Levy presented the procedure on behalf of the community management. The procedure was previously discussed in two open meetings. Changes were made to it. The procedure was sent to members as background material and amendments from Eddy Solow were sent to members in advance.

Ishai explained the concepts in the table that appears later in this report (The Legend). A discussion was held regarding the various sections and many clarifying questions were asked. Below are the main dilemmas and reservations that were discussed and submitted:

The section in the proposed procedure on "the apartment while the family is not in the kibbutz" was discussed at length:

The proposal of the community management: during the special vacation/year off: the member will live outside the kibbutz.

The member's apartment upon his return from vacation will be the same apartment as before he went on vacation, unless another agreement was made with him.

Use of the apartment - during special vacations of over six months, the member may decide whether to make the apartment available for use by the kibbutz, or to pay NIS 25 per meter for it (25 NIS per meter according to the collection in the residency procedure). If the member chooses to make his apartment available to the kibbutz, he will be given the option to store his belongings in one room in the apartment and lock it or get additional storage space in the kibbutz for that purpose. The kibbutz may house temporary tenants in the apartment and is obligated to return the apartment to the same condition it was in before the member's departure. When the family returns to visit during this type of vacation, the kibbutz does not undertake to vacate their home for that period.

Eddie Solow had reservations about some elements in the housing section. He is of the opinion that in light of the current lack of housing, the decision, whether to use the apartment or not, should be left to the community manager alone. He opposes the possibility of a member on special leave paying rent to the kibbutz. If the kibbutz can allow the arrangement, we will allow it free of charge. If the kibbutz needs an apartment, we will use it (perhaps for evacuees, candidates or renovating houses).

The "split of the partners" section also drew lively discussion. The community management suggests allowing one of the spouses to go on special leave without the rest of the family for a period of up to a year. Beyond that, the family will be required to go out on leave, together.

Eddie Solow opposes the splitting of the family regardless of time. In his opinion, the family should go out as one.

Also, the community management suggests that during the special vacation/year off, the member will live outside the kibbutz.

Yonatan Orozco is of the opinion that one spouse should be allowed to take the special leave/year off alone for the entire period. He doubts whether it is even legal to discriminate against one of the spouses. He is also of the opinion that one of the spouses should be allowed to change his status to a "resident" for a period of time and live in his home, to allow him to balance the family budget and get out of debt. In his opinion, the history of Kibbutz Yizrael shows that the proposal of community management can damage the integrity of the family, cause divorce and harm children.

Peter Pezaro and Yitzhak Peleg referred to the heavy price of the proposed procedure, in terms of loss of income, in the community budget. Yitzhak estimates the loss at one and a half million shekels. Peter estimated a higher amount. They think the cap on the number of families on vacation at the same time should be lowered.

Ofir Griman thinks that those who go on special leave for up to a year should not be allowed to work for their livelihood during this period.

There was also a discussion on the topic of "those who are late in submitting applications".

Eddie thinks that if the community management is allowed to add a family beyond the quota set by the asefa, there is no justification for the quota at all. He thinks that in such an exceptional case, the community management should bring a recommendation to allow an addition to the quota, to a kibbutz asefa. (Of course, if the community management opposes the request, the member may bring the subject to the asefa in the normal meeting convening procedure)

It was said that in discreet personal cases a family/member can turn to "the members' committee" (Va'adat Chaverim). This procedure does not apply in such cases.

It was agreed that the community management would decide on a scoring table for the different criteria (similar to the education committee)

Updates to this procedure are under the authority of community management.

After a significant discussion, the asefa prepared to vote on the following reservations:

1. Reservation regarding the use of the member's apartment:

A. During a vacation of six months to a year (consecutively), you can pay rent and prevent the kibbutz from using the apartment of the member who is on a special vacation for more than six months. [According to the proposal by community management].

B. It will not be possible to pay rent and prevent the kibbutz from using the member's apartment on special leave. [Disclaimer by Eddie Solow].

2. Reservation regarding splitting between the spouses on vacation: (one goes, one stays- Ed)

A. A split between the spouses is possible during vacation for up to six months consecutively [according to the procedure proposed by the community management]

B. Delete the possibility of splitting up spouses from the written procedure and leave it for the consideration of The Members' Committee – Va'adat Haverim as long as there is a personal reason requiring discretion for going on leave. [Eddie Solow]

C The spouse on leave can continue to live in the kibbutz as a resident and in addition it is possible to allow the spouse to split the leave for any duration of a special leave and not only during a leave of up to six months. [Disclaimer Jonathan Orozco]

3. What is vacation according to the procedure:

A. Vacation for any purpose, including work and economic independence for the same period [according to the procedure proposed by community management].

B. On leave for up to a year: The definition of leave: a member does not live in the kibbutz and does not have economic independence (work for his own pocket). [Ofir Griman].

4. The number of families that can be on vacation at the same time:

A. On a vacation of six months, up to a year, a total of between 3-5 families. On a vacation of up to two years, a total of 2 families. [According to the procedure proposed by community management].

B. On a vacation of up to six months, up to a year, a total of up to 3 families. On a vacation of up to two years, a total of 1 family. [Yitzhak Peleg's reservation].

5. Approval of the procedure at the meeting or by ballot

A. Approve the procedure by voting at this meeting using Kehilanet.

B. Approve the procedure by ballot voting using Kehilanet. [Eddie Solow's proposal].

Note: This proposal must be accepted by only one-third of the voters, according to the procedure.

6. How many times can you go on a special vacation for more than 1 year

A. According to the procedure there is awaiting period between vacations [according to the procedure proposed by the community management].

B. Up to twice for as long as the member is of working age. [Yitzhak Peleg's disclaimer]

At this point the discussion was terminated because of the late hour (11:20 PM). Some of the reservations require further examination, to ensure that there is no contradiction with other procedures and with the regulations. Also, it seems advisable to consult with a lawyer in light of the possibility of changing status from "kibbutz member" to "resident" on leave and back to "kibbutz member".

Accordingly, members of the asefa committee (Yifat Assaf, Uri Gilad and Shlomo Cohen) decided to continue the discussion at another asefa on a different date. The meeting was closed.

For the vacation schedule table (community management proposal for the meeting)
Translated from the Hebrew Newsletter

Subject	49 Workdays – 6 months (continuous)	6 months – 1year (continuous)	1-2 years (continuous)
Eligibility	4 working years as a member	6 working years as a member	8 working years as a member
Permission	Community Management		
Signature on Agreement	Required		
Kibbutz Restrictions	Up to 3 families concurrently and 5 families in total per year		2 families at any given time
Waiting Period	6 working years	8 working years	10 working years
Duty Shifts (toranut)	Not rostered		
Voting Rights	Eligible to vote		
Temporary use by the kibbutz of the member's house	Remains in the hands of the member	Member may choose to allow use of the house by the kibbutz OR pay rental	The kibbutz is entitled to use the house
Educational services	Not available (unless in the case where a parent remains on the kibbutz)		Requires payment
Seniority Accumulation	Eligible	Not eligible	
Separation of Spouses	Allowed	Not Allowed	
Health Insurance	Combination – the first 48 days at the expense of the kibbutz and after that, at the member's expense		At the member's expense
Medical Expenses	Combination – the first 48 days at the expense of the kibbutz and after that, at the member's expense		At the member's expense
Bituach Leumi	Combination – the first 48 days at the expense of the kibbutz and after that, at the member's expense		At the member's expense
Use of Holiday Quota	Combination – the first 48 days according to the quota and after that, no use of quota		No
Economic Independence	While using the 48 days of the holiday quota – not allowed. Once holiday quota is used - allowed		Allowed
Eligibility for monthly allowance (Taktziv)	While using the 48 days of the holiday quota – eligible. Once holiday quota is used – not eligible		Not eligible
Work Bonus	Relative Proportional Part		
Profit Bonus	Relative Proportional Part		
Asset Realisation	Full		
Fund / Pension Supplementation	Combination - the first 48 days at the expense of the kibbutz and after that, at the member's expense		Responsibility of the member
Working on the kibbutz / in the corporations / holding a public position	Not eligible		



Lag B'Omer - Philosophia

No doubt you have heard that the annual celebrations at Mount Meron are unlikely to go ahead this year – not because of safety concerns of course – but due to security concerns by everyone except Goldknoff.

As you will recall I am a direct descendent of Dov Ber of Mezeritch who you will instantly recognise as the successor of Rabbi Yisrael Ba'al Shem Tov. Yes, folks I am responsible for the Hassidic movement – I am known as the Maggid of Shikun Nof by my followers.

When the phone rang the other evening, I was not surprised to hear Dave's (David Lau's) voice coming down the line. After the usual pleasantries – asking about Tziporah and the seven children (which naturally took some time) I became aware of a note of urgency in Dave's voice. I realised he hadn't called just to check on the value of his Maytronics shares (thank God) – I feared he'd rung to complain about the ladder I had given his son for his bar mitzvah.

In fact, he had rung to ask me for a favour – "could we host the Lag B'Omer festivities here on the Kibbutz?" he asked. He suggested they could set up a tent city on the Kibbutz sports field – otherwise known as the rugby field (depending on funding requirements). He reckons they should be able to keep the numbers below fifty thousand and as long as we put a sticker on the kitchen door announcing it was Kosher l'mahedrin they would be happy to use the dining room. He assumed our shul would comfortably accommodate those wishing to pray as opposed to those coming to taste the delights of Afula.

He mentioned they would be renaming Givat Ha Moreh for the occasion – for two days it would become Har Meron. He must have heard the skepticism in my voice because he said "Meron Shmeron – we're really coming for the beer and to get away from the house for a couple of days and anyway the government is paying".

The major problem I could visualize was where we could put all the buses – fifty thousand religious fanatics translates into a lot of dunams. When I bought this up with a friend he just smiled sadly and pointed out that since the factory workers park everywhere except their designated area there is always plenty of room in their car park – problem solved.

I was hoping to have the buses come through the new yellow gates so as to avoid congestion in the middle of the kibbutz. I was surprised to hear that the gates are privately owned so there was no chance we could use them unless we were willing to pay. When I brought this up with the powers that be it was pointed out to me that Lag B'Omer was still a month away and that the problem would probably remain/be (un)solved by then and that I should be patient.

Because I have some serious doubts that all of the fifty thousand can be housed in the tent city (certainly the UN doesn't think so) – I would be happy to hear from anyone who would be happy to accommodate between fifty to a hundred visitors in their homes between the twenty fourth to the twenty sixth of May ... just come up to me in shul if you're interested.

So, to cut a long story short I told Dave that hosting the gala was certainly doable. I also mentioned that since there were quite a few families evacuated from the south among the fifty thousand – we would be more than happy to "kolet" a few....

Phil Adler.



**Discussion on the Subject of:
Education towards Healthy Sexuality**

Wed 22.5 – 20:15

In the Moadon



Farewell Party

For Yonatan Bassi

**On his retirement as Managing Director
of Maytronics**

Wednesday - 29.5.24

In the Moadon 20:30

Yonatan promises us... “an optimistic lecture.”



Sat 1.6.24

Meet at the pool - 16:00

2023 Summary

from the Holdings Manager's Desk

General - a challenging year with three key managerial/business situations for the holding corporation:

1. The purchase of the Kapro company and the establishment of our position as the owners of the company.
2. Replacement of the chairman of holdings and execution of a key content of the strategy - more active management of holdings within the held companies.
3. Dealing with the complex business situation of most of our companies - due to very large inventories in the world markets and a high level of interest rates.

At the level of the holding corporation, we benefited from the managerial and professional capabilities built up over the years in the holding corporation, and we were able to take advantage of a business opportunity to purchase about half of Kafro, which will be a third leading company for us alongside Maytronics and Teldor. With the arrival of Arik Shor as chairman of the holdings company during the second half of the year - we began to give emphasis to the second part of our strategy, which is not only buying companies, but also improving them, mainly by more active and closer management of the subsidiaries – similar to the strategy of leading private investment funds - but with our main goal, which is a very long-term investment, including the ability to distribute dividends to owners and increase the market value of each company – without any intention of an exit strategy.

At the level of our businesses - the reality of the year 2023 was mainly

characterised by two central points that characterised the businesses – dealing with large inventories in all the markets of our companies and a relatively contracted global market, mainly because of the levels of global interest rates.

This situation affected in one way or another both the pool market [Maytronics], the communication infrastructure market, mainly in the USA [Teldor] and excess production capacity and a decrease in the real estate industry [Kafro].

The high level of interest rates also affected the level of current liabilities of the holding corporation in light of the high interest rates, and the offers of the financing entities with unfavourable loan conditions. And in addition, starting from October 7, 23 - everything took on different proportions, our businesses learned to get used to the new reality, with an emphasis on the subject of human resources. The advantage of the holding corporation is that most of our activity is activity abroad where the impact of the war does not apply, at this stage, to the companies & products. I am hopeful that at the end of 2024 we will see a new reality, and a good and new leadership for the State of Israel.

- **Maytronics** - the company presented good business results in total - with record sales of almost 2 billion NIS, which is an increase of 125% compared to the period before the corona virus. The gross profit that the company presented also brought us back to pre-corona times, but the company's indices fell compared to the corresponding period in the operating profit and hurt the net profit line.

Financial summary [in million NIS]

	<u>2023</u>	<u>2022</u>	<u>2023 v 2022 % change</u>
<u>Sales</u>	1,889	1,786	+6%
<u>Net Profit</u>	163	227	-28%

- **Teldor** - the first full year of our holding in Teldor, a very strong first half - the company's best ever, the second half is mainly a result of waiting for the American market - where there is a federal decision on a huge project in the US, and until it comes to fruition, the market "lowered a gear. The company itself continued to build its strength and capabilities, with an emphasis on moving to a business world of special systems instead of a commodious one. For the first time in its history, the company distributed a dividend to the owners.

Financial summary [in million NIS]

	<u>2023</u>	<u>2022</u>	<u>2023 v 2022 % change</u>
<u>Sales</u>	378	391	-3.3%
<u>Net Profit</u>	51	46	+10.8%

● **Netzer** - the company continued to present good business results. Although the sales were less than the budget, the company managed to meet the net profit expectations. The company completed the operational and development establishment and began from the middle of the year to invest mainly in marketing efforts.

Financial summary (in million NIS)

	<u>2023</u>	<u>2022</u>	<u>2023 v 2022 % change</u>
<u>Sales</u>	42.4	38	+11.5%
<u>Net Profit</u>	6	5.5	+9%

● **Kafro** - as of June 23 we are partners in the company and owning 45% of the company. The company faltered this year, part of this is due to excess inventory, similar to the entire market, part of which was due to high global interest rates, which damaged the beginnings of construction in all markets of the world, and partly due to conservative and sleepy management.

Financial summary (in million \$)

	<u>2023</u>	<u>2022</u>	<u>2023 v 2022 % change</u>
<u>Sales</u>	26.3	33	-20%
<u>Net Profit</u>	1.7	2.2	-22.7%

● **Ma'agan Eden** - excellent business results, some of which are due to a good tourist season, as well as improved operation in winter. Unfortunately for all of us, the last quarter was also excellent, and this is due to the residence of the evacuates from Kibbutz Sasa.

Financial summary (in million NIS)

	<u>2023</u>	<u>2022</u>	<u>2023 v 2022 % change</u>
<u>Sales</u>	36.4	25	+45.6%
<u>Net Profit</u>	12	4.5	+167%

● **Tamuz** - The company did not meet this year's budget and remained in a business situation similar to last year. This is mainly due to large inventories and the business situation of the customers in the civilian sector, which is the fastest growing and most profitable of the company. The security sector was stable.

Financial summary (in million NIS)

<u>2023</u>	<u>2022</u>	<u>2023 v 2022 % change</u>	
<u>Sales</u>	197	190	+3.7%
<u>Net Profit</u>	28.85	29.9	-3.5%

●Agriculture - we strengthened our return home. The G'dash (Field Crops) and the Dairy were above the budget, but the almond branch experienced, once again, a bad season, at the end of which the almond marketer went bankrupt, and therefore the year ended with a heavy loss in the branch, which cast a shadow over the entire agriculture corporation.

Following a long process carried out by the agriculture administration, of streamlining and professionalising with an emphasis on the organisational structure of the branch - in 2023 the plantation branch and the G'dash branch were merged into a single branch – “the plant branch”. In 2024, with the end of Daniel Rosenfeld’s term as CEO of Agriculture, the position of the director general of agriculture will be abolished, and the chairman of agriculture, who will be elected in the summer of 2024, will serve as active chairman and manage the two branch managers under him - the dairy branch and the plant branch.

Financial summary (in million NIS)

	<u>2023</u>	<u>2022</u>	<u>2023 v 2022 % change</u>
<u>Sales</u>	35.8	31.8	+12.5%
<u>Net Profit</u>	0.7	3.3	-78.8%

● **Filter Art** - the company continues to bleed cash and is in a difficult situation to the point of almost closing the company. Therefore, the company approached the various owners for the third time with a request to inject additional investment. The Yizrael Holding corporation decided not to make another capital injection in the company. Only the American partner, who invested for the first-time last year, decided to inject money, and as a result at the end of the year we diluted our holdings in the company, and we currently own about 15% of the company. In my opinion, at the pace of the company’s business, it is necessary to bring in more money, and as long as we don’t participate in these investments, then we will continue to be diluted. As of this writing, the company has not yet issued reports for the year 2023.

● **Security Matters** - one picture is worth a thousand words. The company lost 99.94% of its value when we bought it. We will not continue to report on it.

● **The Real Estate branch** - one of the most active branches in the Holding Company. In 2023 we completed the building of the technology branch of Maytronics, and we are still continuing to build the headquarters building. [occupancy expected in the 3rd quarter of 2024].

● **The energy sector** - we continued to plan and promote the trade complex at the joint gas station with Dor Alon in the area between the petrol station and the kibbutz fence. There was no physical change in the energy infrastructure from last year.

Finally, a few words of thanks - to all the members of the kibbutz, to the managements and to the employees of the branches and corporations for their hard work and contribution in the past year.

A special thanks to all the employees and managers at the Holdings Corporation, Agriculture, Maytronics, Kafro, Teldor, Ma'agan Eden, Filter Art and Netzer.

Greetings - Ron Cohen

English is Fun - with Rahel

WISE WOMEN

“How wonderful it is that nobody need wait a single moment before starting to improve the world.”

(Anne Frank)

“It is not true that life is one damn thing after another. It's one damn thing over and over.”

(Edna St. Vincent Millay)

“The heresy of one age becomes the orthodoxy of the next.”

(Helen Keller)

“Regret is an appalling waste of energy; you can't build on it; it is

only good for wallowing in.”

(Katherine Mansfield)

“In the face of an obstacle which is impossible to overcome, stubbornness is stupid.”

(Simone de Beauvoir)

“You can be up to your boobies in white satin, with gardenias in your hair and no sugarcane for miles, but you still be working on a plantation.”

(Billie Holliday)

If you can't say something nice, say it in Yiddish!

A GENIUS IS JUST AN AVERAGE PERSON WITH A JEWISH MOTHER.

God said to Moses: “I'll give you a land of milk and honey, with snowy mountains up north, a shiny desert in the south, olive trees all around, and a perfect beach.”

Moses: “What's the catch?”

God: “Wait until you see the neighbours!” (Prophetic words!)

Jewish birth announcement: Sheila and Morris Goldblatt are proud to announce the birth of their son, Dr. David Goldblatt.”

KVETCH-O-METER

1. Oy-vey

2. Meshuga

3. Fakakte

A man tells his rabbi, "I have a strong desire to live forever. What can I do?"

"Get married," replies the rabbi.

"And will I live forever?"

"No, but the desire will disappear."

....more next week



Programme for 19/05/24 – 23/05/24.

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

Sunday 19 May

Opening the week with Monica.

09:10 Zoom – Around the World – Naftali Hilger – North Korea

10:30 Ceramics room open with instruction from Ziv Ben Bassat

Monday 20 May

A trip to the museum at Ashdot Ya'akov with Zohar Assaf

A musical experience with Stas Gavrilov

Tuesday 21 May

10:00 Games and trivia with Galia Shemi

10:30 Ceramics room open with instruction from Ziv Ben Bassat

Wednesday 22 May

09:30 Nature is Blooming with Hammutal or a lecture by Rochele Matalon

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

Thursday 23 May

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

10:00 Movie screening with Galia

17:15 Exercises on chairs with Michal Sha'anani

18:00 Veterans Get-together with supper followed by...

18:45 Lecture from Yael Sapir – “The Power of Body Language”

Credits:

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Disclaimer: The Editor and translator does his best to provide an accurate reflection of the Hebrew Alon. Please be warned that it is not a direct translation. The original Hebrew text is the official version. This is of particular importance when it comes to decisions and procedures!!!