**English Newsletter - No 2073 Date: 23.9.2022**

**Kibbutz Yizrael**

**Translated and edited by Eddie Solow**

**Edi-torial - The People have spoken**! We Chose "The Yizraelite" for the name of our Newsletter. From now on and even for ever more, this is the name. Thank you, **Rosalind**, for an excellent suggestion.

**This has not been a quiet week on the kibbutz. You may want to burn today's edition of the Yizraelite directly after reading it . Don't do that! It is the first addition with the new name. It might be valuable one day.**

**So, I would like to wish all our readers a very happy New Year. All the best in the new year**

**A Message from the Community Management and Yizrael Holdings Committees**

This year, - תשפ"גGood wishes for the new year.

 Let us increase the light... because that is the only way we will overcome the darkness.

 Let us be a little less right... because it is more important to be wise

 Let us be more welcoming... because every person we meet is fighting a battle, we don't know about.

May we be happy, may we be accepting, may we make do, may we be proud, may we be fulfilled, may we pity, may we breathe the fresh air, may we respect, may we be moved, may we appreciate, may we do, may we share, may we invest, may we grow, may we bloom, may our hearts miss a beat.

Happy New Year!

 At your service - The Community Management and Yizrael Holdings Committees.

**Rosh Hashanah Blessing 2022- Gadash Yizrael**

****The Gadash team wishes all Beit Yizrael

 A Happy New Year

May the next year be good for us and

sweet as honey

May our trees bear fruit, our fields yield harvest

Happy holiday

Happy New Year

The Field Crops Team

**Happy Healthy New Year**

**from the Blass family**

**Congratulations to Steve on the occasion of his 80th birthday**

**A Hassidic Story**

**As we approach the New Year, I am reminded of a Hassidic story retold by the Nobel prize winning Israeli writer S.Y. Agnon in his precious anthology ‘Days of Awe’ (Schocken, 1948/1965).**

**It’s a parable attributed to the 19th century master, Rabbi Haim of Zans:**

**A man had been wandering about in a forest for several days, not knowing which was the right way out. Suddenly he saw a person approaching him. His heart was filled with joy. “Now I shall certainly find out which is the right way, “he thought to himself. When they came nearer to one another, he asked: “Brother, tell me which is the right way. I have been wandering about in this forest for several days.” Said the other to him, \_ “Brother, I do not know the way out either. For I too have been wandering about here for many, many days. But this I can tell you: do not take the way I have been taking, for that will lead you astray. And now let us look for a new way out together.”**

**And Agnon concludes this simple tale with the following comment from Reb Haim:**

**“So, it is with us. One thing I can tell you: the way we have been following this far we ought to follow no further, for that way leads you astray. But now let us look for a new way.”**

**Warm Congratulations on the Marriage of Niv Segal with Shira**

**Congratulations to Naveh, the sweet brother! Congratulations to the parents - Yifat and Nir Segal and Shira's parents and to all the family members. Much happiness and love from us.**

**Young generation 😊**

**Congratulations to Naomi and Itzik Shechter**

**Congratulations to Naomi and Itzik, on the birth of their daughter - a sister to Yael, Gil Lee, Hadar and Sahar. Congratulations to the whole family!**

**May your home always be enveloped in light, joy, happiness, goodness, health and lots of love.**

**Thank You – From Rachel Hadar**

**Dear Community! I would like to thank all the friends who visited me and those who expressed their condolences, upon the death of my brother, Zion.**

**Also, my thanks go to the mourning committee, for sending the food basket while I was sitting “Shiva"... Bless you all.**

**Thanks to Moran**

**To Moran Rakir-Havshush –** Thank you for preparing a holiday gift for the management. It was beautifully prepared and presented and quite delicious!

I highly recommend Moran's products...

Thank you again and Happy New Year! –

Hedva Shaharabani

**Up the Descending Stairs**

**An exhibition of Hasida Eisner’s work**

The days pass, a year passes, and the photo exhibition on the staircase changes...

In preparation for New Year, we will be blessed with an exhibition of magnificent paintings, the work of Hasida Eisner.

Hasida (Oz’s mother) came to us from Ramat Gan, and soon became part of our lives. She has been painting for years. She is a member of the National Association of Painters and Sculptors and has participated in various group exhibitions.

This, in addition to her other occupations, in the past she worked as a volunteer in the Neonatal Intensive Care unit at Schneider Hospital, and even received an "outstanding volunteer" award. Hasida believes in activity, activity and again activity.

We "discovered" her photos in a modest exhibition at the veteran's moadon "Beacon on the Hill". It turned out to be the tip of the iceberg. A short visit to her home revealed a real treasure trove of her artwork. A small part of this collection will be displayed on the staircase leading to the dining room, for all of us to enjoy.

We are indeed fortunate, to have you living among us.

 Dorit Fink

**Below is the information presented by Yifat Assaf at the asefa on the subject of Zivit Nanikashvili**

Dear friends, Shalom,

Seven years ago, Yuval Nanikashvili's membership in the kibbutz was terminated, following Yuval's refusal, for years, to follow the basic conditions of our lifestyle, especially pertaining to work. Voting by ballot was carried out legally, according to the regulations of the kibbutz. The family even appealed to the courts to challenge the validity of the ballot – In the end, the Supreme Court ruled that the vote was legal, and therefore Yuval is not a member of Yizrael.

From then until today, Yuval and Zivit have refused to accept the decision of the ballot, as well as the verdict of the Supreme Court, and this is the core of the conflict between the family and the kibbutz. Since Yuval has not been a member of the kibbutz since that decision, he is required to pay monthly maintenance fees, for himself and his children, but claiming that the decision of the ballot is not acceptable to him, he refuses to pay the required maintenance fees. This has resulted in his accumulating a huge financial debt towards the kibbutz, a debt that he does not recognise, because according to him, he is still a kibbutz member.

In the last four years, I (Yifat), personally, have done everything in my power as the secretary of the kibbutz, to help the Nanikashvili family integrate into the life of the kibbutz, in accordance with the lifestyle practiced here. I called it - "the healing process". I was ready to make every effort to help them reintegrate into the community. I visited them in their home several times, I listened attentively to their side of the story. I had endless conversations with them, I restored to them various rights that were denied to them due to the debt. I chose this way as a gesture of goodwill to advance the recovery process. As part of the negotiation and recovery process, we stopped all ongoing legal procedures, and switched to direct negotiations. The process took place in part with the help of various teams, which included kibbutz members who were willing to help, and with various office bearers, in an attempt to change the negative public opinion towards them, and finally reach a solution. We were concerned the whole time, not only for the couple themselves, but especially for their children and Rachel, Zivit's mother.

In return for the many efforts, we made on their behalf, I asked Yuval and Zivit to acknowledge the ballot decision that Yuval is not a kibbutz member. We asked that Yuval sign a residency agreement and proposed that he will be a resident of the kibbutz for a period of time, and that he will pay for his living costs. We agreed to let him work and try to be part of the community, and then at the end of the proposed time period, this is what I told him - I will stand in front of the kibbutz asefa, together with the team that was with me, and we will try to convince the public to begin a process of re-absorption, at the end of which, a ballot would be held to ratify Yuval's membership in the kibbutz. All my attempts were unsuccessful, and the family insisted, and still insists, that Yuval is a member of Yizrael, and that the ballot and the ruling of the Supreme Court do not count as far as they are concerned.

At the end of four years, and despite my good relations with the family, I realized that I was unable to advance the issue. I tired of the endless attempts to make the family understand that I was here to help them, and that they should follow the suggested path, since there is no other legal way to return Yuval to membership in the kibbutz. At this point I turned to the kibbutz mazkirut for assistance. The mazkirut decided to appoint two members of the mazkirut, who will continue to take care of the family, so that I could free myself for the many tasks on our collective agenda.

Yuval and Zivit adamantly refused to communicate with the two representatives from the mazkirut, and continued to contact me and only me, all the time, several times every day. This behaviour bordered on real harassment. They live in the kibbutz while ignoring their duties. They resist any attempt to help them. They use misleading, extreme terminology and false statements, such as the permanent signature on every document - "Yuval and Zivit, members of the kibbutz".

The Nanikashvili family has been in our care for many years. They have kept the various office bearers in the kibbutz busy all these years, every day, most of the day.

Friends, I assure you, that there is no persecution or false accusations or lies and manipulations, as they write. Yes, there is a choice here - the family's choice to continue the conflict, even when a real hand for peace was extended to them. I'm sorry we have ended up in this situation. But Kibbutz Yizrael cannot continue to accept this behaviour of contempt and defiance towards our way of life.

My conscience is clear. I know, in all honesty, that we tried everything.

Even tonight, we did not come to war. All we ask is that Zivit behave as a fully-fledged kibbutz member.

**General Asefa / Monday 19/09/2022**

Chairman of the asefa: Eddie Solow / Secretary of the asefa: Shlomo Cohen / Attendees: >116 kibbutz members

(1) **Election of a Director for the Holdings Board**

**Racheli Arava**: In-depth work was done on the requisites for a director. The search team learned theoretically what the Holdings Board is and therefore the process took time. A working chart was prepared with the various indices and the names of David Shaharabani and Amir Armoza came up as recommended candidates. The candidates introduced themselves - their speeches appeared in Kehilanet.

 The assembly thanked the candidates and voting will take place via ballot on Wednesday and Thursday.

(2**) Discussion and decision on a list of demands required of Zivit – The meeting was closed to members only.**

**(Zivit did not attend although she was personally invited. This was omitted in the report in the Hebrew Alon – ED)**

Anyone who is not a member was asked to leave the meeting at this stage.

Yifat Assaf opened the issue and presented the sequence of events leading up to this point (see a separate item, above).

In accordance with the regulations, the asefa held a show of hands vote on how to conduct the vote tonight.

**The proposal:** The vote will take place at the end of the meeting through the Kehilanet (as opposed to a show of hands – Ed).

The proposal was accepted (103 in favor, 13 against)

**Jeremy Perling: The chain of events in the Zivit Nanikashvili case**.

1. Zivit was invited to the Executive committee meeting of 28/08/2022 (which she did not attend – Ed). The Executive Committee decided to bring a proposal to the asefa on 19/9/22 (tonight)

3. Discussion and decision of the asefa on the 6 proposals on 19/09/2022

4. Checking Zivit’s compliance in another 90 days, with the decisions of the asefa, regarding the 6 decisions

5.If Zivit has complied – good. If she has not complied, she will be invited to a second executive committee meeting, to warn her that if she does not cease the violations of the asefa decisions, that will constitute grounds for expulsion from membership. She may have her membership in the kibbutz terminated according to the kibbutz regulations. The Executive may decide to call a second warning asefa.

6. Warning Asefa: This asefa will discuss noncompliance with the 6 decisions of the last asefa 90 days previously.

8**. If Zivit does not comply after a second 90 days - an asefa will be convened to discuss the termination of Zivit's membership**

Shlomo Cohen read the relevant sections from the kibbutz regulations.

**Eddie Solow read the proposals which were then voted on:**

a) The family debt of Zivit, a kibbutz member, and Yuval - a resident who is without an agreement with the kibbutz, will be collected from Zivit and Yuval jointly and separately, either by way of offset or by direct action. **In favour (197) against (3), abstentions (2)**

b) The kibbutz will consider limiting to cash payment, the provision of services to the family**: In favour (188) against (7) abstentions (7)**

c) The kibbutz considers Zivit responsible for Yuval living in the kibbutz without paying expenses and expenses for his children. (Part IV 2 H 9 of the bylaws) **In favour (199) against (1) abstentions (2)**

d) Zivit must report to work. Zivit will work outside, or anywhere else that is offered to her, 5 days a week, 172 monthly hours**. In favour (201) against (1), abstentions (0)**

e) Zivit will completely refrain from continuing to harass the officials at their place of work or anywhere else. **In favour (197) against (5) abstentions (0)**

f) Zivit is obliged to sign all relevant documents according to the requirements of the kibbutz and the reserve fund**: In favour (199) against (2 abstentions (1)**

Summarised by: Shlomo Cohen

**2022 Interim Summary - CEO of Holdings, Ron Cohen**

The first half of 2022 was challenging and marked by three major economic events:

A. Completion of the Teldor company transaction and its absorption into a holding corporation - election of our board of directors' representatives in the company

B. Merger processes and acquisitions of new companies We continued to look for additional business opportunities.

c) The global business environment has not been kind to Yizrael during this period - exchange rates have greatly hurt exporters and especially Maytronics. Interest rates are negatively affecting companies, such as Maytronics and Teldor, both of which are undergoing large investment processes (new production lines in Maytronics and Teldor, plus a huge construction operation in Maytronics)

Our other companies have also embarked on new paths.Netzer completed a strategic process during the period, and it seems that it is slowly establishing itself as an independent company. Filter Art also embarked on a new path, when the CWT company bought 33% of the company and hopefully, in the second half of the year, we will see marketing progress.

 Agriculture this year enjoyed a good rainfall and the crops that will be harvested in the second half of the year, should meet our expectations. The agriculture branch is constantly looking for ways to maximize capabilities.

**In general, most of our businesses enjoyed economic success during this period - a large part of the success is due to our readiness to seize opportunities.**

** Maytronics** - the company suffered moderately from several global business and financial variables. The company continues to have good business results.

** Teldor** - we control about half of the company. Continued large investment activity and increased production capacities. The company is on the upswing.

 **Agriculture** – is back home and led by our own managers who believe in their abilities.

** Netzer**- started to make the change from a small start-up company with an interesting product (electronic sensors - Ed) to becoming an industrial business company, with a clear management avenue and marketing strategy. Despite all this, it is still a company just starting out.

 **Ma’agan Eden** (Resort Hotel) knows how to give value for money, and the tourists, especially the locals, love to return time after time. Mid-year results reflect a hard winter and difficult macro-economic conditions in Israel.

 **Tamuz** – made management changes, which are bearing fruit. The new management has a clear business strategy and is leading the company towards extraordinary success. Together with these managers, we reached a agreement regarding past and future dividends. We also agreed on new rent rates.

** The real estate branch** is the most flourishing branch in the holding corporation. We started the campus project for Maytronics. Work on the foundations and the basement floor in the technology building is underway and physical preparations for the start of the work on the headquarters building have begun.

 **The energy branch** - this year we continued the development, with the highlight being the construction of the solar field in the orchard area. The activation of the field and its connection to the national electricity grid took place in September 2022. During the interim period, we began promoting three new energy projects, to provide for the needs for an electricity backup for the kibbutz.

Planning has begun on a large electricity storage project near the solar field and for expanding the trading area in the "Yizrael Alon" gas station complex.

On the other hand, there were difficulties with our startup investments. In the case of Filter Art, we injected money to save the company. The American CWT company, which has capabilities in all aspects of the water world, bought into the business. The company appointed a new chairman on behalf of CWT as well as a new joint CEO.

**Security Matters** also continued to disappoint. After the interim period, the company went for another IPO attempt, this time on Nasdaq through a company from Ireland. We are definitely thinking, about whether the company even has the ability to continue on its path, and does its path suit us.

In general, we understand that the holding corporation has many strengths, but the corporation has difficulty in the management of small companies such as start-up companies.

 **Finally, a few personal words** - first and foremost to the workers and managers of the branches and corporations. Without you we would not have been able to achieve such economic and business success.

 I have been in my job for a year now and already a third of my term is behind me. Much remains to be done so a big thank you to the companies and members of the kibbutz who support the activities of holdings and enable the holdings to fulfill its main purpose, which is to bring added value to its shareholders - that is, to all of us, to all the companies and members of Kibbutz Yizrael.

As usual - I will be happy to answer any questions

Mobile - 0523756329 / Email - ceo@yizrael.com / Best regards, Ron Cohen - Maintenance Manager

**Summary of the Community Management Meeting - 18.9.2022**

**Present:** Erez Peleg, Yifat Segal, Yishai Levi, Limor Griman, Inbal Adler, Kobi Levi, Racheli Arava, Maor Persai, Stas Gavrilov, Dalia Levitan, Shlomo Levi, Yifat Assaf

Absent: Ilana Peleg

**1) New Year Wishes.** Wishes for a wonderful and quiet year. Let us choose where and when to raise our voices. Let us be moved and thrilled, let us build and grow... let us experience and achieve, and aspire and above all - **let us do.**

Let us always remember the public that elected us, and serve as their mouthpiece, and lend them a sympathetic ear. May we know how to maintain the fine and fragile line, between maintaining an orderly and proper organisation, and the needs of the individual. Let us extend our hearts to each and every person. May we know how to lead the way, and not just react to situations. May we know how to be there a moment before the explosion (My interpretation of the poetic words – Ed)

May we see the beauty around us, even if our work often reveals less attractive sides.

May we look forward, every morning to serving the public and moving the kibbutz forward, with care, sensitivity, respect, and love.

Let it be, that in moments of tiredness and emptiness, that we will be able to find love in our hearts, compassion and kindness, every time anew. May we be supportive, strengthening, encouraging and attentive, both to each other and to the people we represent.

Happy New Year

1. **Absorption Protocol (Nohal Klita)**

Uri Gilad, coordinator of the absorption committee and Ishai Levy, director of the absorption and youth cluster, presented the proposed changes in the absorption procedure. The proposed updates are presented to the community management after long and in-depth discussions of the absorption committee and in the cluster.

The discussion has not ended and will continue at the next meeting when the summary will be presented in full.

**2) Options for the food branch.** Invitees: members of the "options team". Present: Vicky Hollander, Artzi Sanker, Danit Kirchberg, Uri Gilad (Ariel Brin Dolinko and Yitzhak Peleg, who could not attend, are also members of the ad hoc committee). Vaadat Chevra dealt with the issue between 2020-2022. They held a survey at Kehilanet in 10/2021, which formed the basis for the team's work.

In the ballot held on 5/19/22, it was decided to set up a committee. The committee will consider various options, including the status quo, privatisation and combination options and they are also to relate to the issues requiring improvement…. All within 6 months

**Vicky**, the coordinator of the team, reported that the team has carried out several stages of the process including holding regular weekly meetings, receiving data from accounting, receiving data from other kibbutzim, visiting Kibbutz Mishmar Ha’emek, meeting with Maor, receiving data from the food industry, and more.

The team presented to the community management the summary of its work so far. Work still needs be completed on several subjects. In the next step, the issue will be presented to a focus group and then brought to the asefa, within the time frame ordered by the asefa (six months since the establishment of the team).

**New Year in the Kolbo**

**A little about what we are doing**

In honour of the new year, we have renewed our stock with a variety of homewares, bonbonnieres, wine and decorative pillows.

Also, you are welcome to request orders for the products you want, we are happy to be at your disposal.

Returns and products: Products can be returned up to 10 days, by agreement with Tami Pen, or Netta Cohen.

There are no returns on refrigerated or frozen products.

Opening hours: Since the Corona epidemic, the store remains closed on Saturdays; After a comprehensive study and discussions, it was decided not to open on Shabbat due to technical problems.

There are new opening hours - starting 1/10/2022

On Tuesdays, the Kolbo will be open (!!!) between the hours of 15:00 and 17:00

Every day, except Tuesday, the Kolbo will open at 7:30 am

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Opening Hours | Sun | Mon | Tue | Wed | Thurs | Fri | Sat |
| Opening Time | 7:30 | 7:30 | 15:00 | 7:30 | 7:30 | 7:30 | Closed |
| Closing Time | 17:00 | 19:00 | 17:00 | 19:00 | 20:00 | 13:00 |  |

 Thanks to the IT team: Tal Havshush, Or Nanikashvili and Damian Chicoral - who helped us with a new presentation that is displayed on the screen in front of the fruit stand and shows all types of fruit and their prices.

We will be happy to receive comments and ideas...

Happy holiday to everyone- The Kolbo team

**The Music School Presents**

**Nigun Eli Or - Number 14**

This week, as every year, we opened our concert season with the traditional concert "Nigun Eli-Or", in memory of our student Eliora Anchelovitz.

This is the 14th time. Jewish tunes were played alongside international compositions, and of course - Eliora's work "Servant and Variations".

In our way, we consecrated and renewed her memory. The familiar works surprised all with innovations in the interesting arrangements, the work of Stas Gavrilov. Another pleasant surprise was the new representative klezmer band, a group of young and talented musicians (also led by Stas). Without a doubt we will hear more of them, and about them.

As part of the event, scholarships were also distributed with the assistance of the Gilboa Regional Council.

We would like to thank Galit Bar-Gil, head of the culture department at the Gilboa Regional Council. Galit always honours us with her presence. Her support is felt and greatly appreciated. What's more, we have joint projects, such as " Come and Sing Hebrew– Bo Shir Ivri " (this year – based on the poems of Arik Einstein, on the 10th anniversary of his death).

In addition to these scholarships, a scholarship from a family is also awarded every year. The Anchelovitz family stepped up to do the honours this year, and the scholarship was distributed to two families of eligible students.

**The days pass, a year passes, but this melody remains forever.**

**Strategy Team Meeting Summary - 13.9.2022**

(This is one of the work teams, established on behalf of the executive committee)

Present: Keren Stamper Kagan, Limor Griman, Tamir Blass, Shlomo Cohen, David Mittelberg

(1) David explained the mandate of the management committee and the opening task before us, which for the time being amounts to building tools to enable a horizontal understanding of where the kibbutz reality is taking us, and later, a strategic understanding of where the kibbutz can be taken. The experience is innovative in that there is an aspiration to include the entire association across the community and the economy, on one platform. At the same time, it is not our function to interfere in the planning considerations of each and every unit within the association, but to receive the results of their planning and execution from their perspective.

(2) Later we held a preliminary and comparative discussion between strategic and other planning works carried out on the kibbutz in the last 20 years. The materials were sent to the team by David before the yeshiva and these are:

 Yizrael 2015 was written in 2007

 Strategic planning of holdings on behalf of BDO from 2020 and the report of the CEO of Holdings 2022

 Earnings Key 2021

 A presentation by Shimon Zelas about the Yizrael economy and community, from 1970 to 2019.

 After the meeting, the Yizrael 2030 plan of the Executive Committee was distributed to the members

The discussion highlighted the identification of similar threats to the community in 2007 and 2020, firstly, the community's dependence on rent and dividends for the purpose of maintaining the standard of living of the members, and secondly, the plight of managerial labour in the kibbutz. We discussed the meanings and challenges that arise from these repeated findings, and the demographic threat that is evident in the two plans from 2007 and 2020 and the recommendations derived from it.

We noted the materials we received from the officials present on sectoral collective planning that is currently taking place.

o Demographic planning by Yishai Levy, Eshkol Tsemed

o Planning goals and objectives by cluster managers under the responsibility of Yifat Assaf

o Infrastructure development planning, Erez Peleg, community manager

o Financial planning using BI by Maor Parsai, finance manager

o Current financial planning of the reserve fund, Jeremy Perling

o Discussion on target pensions, Elad Ilan on behalf of the management committee

o Discussion on the Second Life Fund, Nitzan Rivlin Feldman, and the management committee (The kibbutz will fund my second life??? – Ed)

o The second stage of the strategic planning of “Holdings”, Ron Cohen

(3) David reported on his conversations with Ariel Dolinko, and with Yifat Folkman from BDO, about the possibility of building a technological platform such as DASHBOARD that would put all these activities on a common platform and the subject is under preliminary examination. The aim is to build the ability to produce models of different results for the association following different mixes of the above activities, each separately and together. Just to give an example, Yizrael has achieved financial stability but has not yet achieved demographic stability and is facing challenges in the field of management resources and may also face internal social tensions that are potentially currently being masked thanks to today's financial stability.

(4) **Tasks**: All team members will continue studying and thinking about the received materials. David will conclude a round of talks with the officials Maor and Erez, and with external parties with the intention of appointing an accompanying party for the planned strategic process. We will meet after the holidays for another meeting and later we will continue the learning by talking with leading members of the kibbutz, in order to formulate a proposal for presentation to the executive committee on a strategic process for the entire association (kibbutz as a whole) in 2023.

Later in the meeting, Jeremy Perling, chairman of the board of directors, made the following comments:

An excellent start, the association's future strategy will depend on the execution of a strategy in the community.

It will start with building a strategy in each of the clusters and will be put together as a social strategy under the responsibility of Yifat (social secretary). In addition, Erez should build a community operationalstrategy for the community as the community manager, and then put everything together as a complete community strategy.

Later, the strategies of the community and holdings must be combined and coordinated, in order to create a strategy for the association as a whole.

It's part of our job, right, not easy but interesting and necessary for the organisation.

Summarised by David Mittelberg

(Thank heaven I am not on this committee. it's beyond me – Ed)

**From the Human Resources Desk**

**Wanted**

(1) For **Teldor Cables and Systems Ltd**. in Kibbutz Ein Dor, **an accounts manager and a payroll accountant** are needed.

Job description: Combined position: payroll and bookkeeping

Job requirements: Education: Bachelor's degree - advantage.

(2) **Teldor Cables and Systems Ltd**. in Kibbutz Ein Dor **needs an e-commerce manager**

Job description: Management and establishment of the company's e-commerce activities. Development and implementation of online marketing and sales plans for the company's internet business.

(3) **Ornamental fish on the Yizrael site** needs **a marketing manager**

Job description: sales, receiving orders, contact with customers, producing paperwork and invoices, collection, customer tour once/twice a year, receiving visits with us.

Requirements

 High level English

 Marketing experience and creativity

Subordination: Manager of Madga - Oz (Mcolorfish) - you can contact me directly, Racheli Arava.

(4) An **economist** is needed - (hiring an economist replaces costing in the areas of analysis and presentation of costing)

Responsibility for the reception, processing and analysis of the administrative and economic information in the kibbutz and corporations and meeting the goals of the availability of the administrative information, the reliability of the information, and the presentation of an effective, action-oriented analysis.

Job scope: 60%-80%

 **(5) An observer on the various boards of directors**

Today there is no written protocol on the issue of observers in the various boards. In practice there are observers, but without a definition of role and without a definition of continuity, therefore I have put the issue into a framework that will allow for the control and development of observers in preparation for the role of "Director" later on in their career. (There is no fundamental change, only a written document has been prepared as a protocol for dealing with observers in the future).

**General:** There are several active boards of directors on Yizrael, on which we would like to include observers. The term "observer" is not defined in the company's law. This refers to the person to whom the company has agreed to give him the right to permanently receive the materials distributed to the members of the board of directors, to participate in the meetings of the board of directors and even to express his opinion on the issues on the agenda. Naturally, his involvement in the discussion can affect its results.

The purpose of the protocol: creating an opportunity to integrate members on the board of directors to learn and understand the function and goals of the board of directors, with the possible view to becoming a fully-fledged director in the future.

The protocol will be submitted for approval by the community management.

Happy New Year!

**Racheli Arava – Human Resources**

**Security During the Holiday Period**

We are preparing preventative steps, throughout the kibbutz. We call on everyone to cooperate with the necessary actions.

 During the holidays, the kibbutz gates will be closed to make it difficult for unauthorized entry and to prevent vehicles from entering via the fields. We ask those who pass through the gates to keep them closed and locked. Leaving gates open or unlocked harms our efforts to increase security

 On the holiday eves, the guarding will be increased, and it will start at 16:00

 The security vehicles will be more present in the area

 The supervision of the contractor's employees entering the kibbutz will be tightened

 Members going on vacation are asked to lock their apartment, leave a light on and inform their neighbors of their absence, in order to allow them to pay attention re suspicious movements. You should also inform Matthew Emerick about a long absence from the kibbutz

 Increased vigilance - in any case of suspicion, you should contact Matthew or Brent, or Avihai of the Kabat

As mentioned, the holiday period is also characterized by heavy traffic on the country's roads. I urge everyone who goes on trips, during this period, to take into account the expected traffic, the behaviour of the other drivers, and to drive with great patience and caution.

Have a good and safe year

Erez Peleg, Community Manager

**A Message from the Committee Management and Yizrael Holdings**

During the ballot voting for the election of a director of holdings, a WhatsApp message was sent to many members by Nir Segal, calling on them to choose one of the candidates, with statements that, by their mere utterance, could cause real damage to the kibbutz and its business.

Nir serves in two key public positions - both as the coordinator of the nominations committee and as a director of Yizrael holdings. His statement on the matter is not appropriate for his duties professionally and is not compatible with our discourse culture, in that, by his words, he significantly hurt a member and his family.

We view this act very seriously and condemn it completely, and therefore the management team will consider the continuing of Nir Segal’s current public roles.

The kibbutz management and chairman of the holding board. (In the meantime Nir Segel has apologized on Kehilanet – Ed)

**Reflections Following the Discussion about a Work-related Vehicle from Maytronics**

**Naomi Amit**

Maytronics is an organization partially owned by Kibbutz Yizrael. The vast majority of Maytronics employees are professionals who were hired to work at Maytronics based on their skills and are paid according to their skills and performance.

A member of Yizrael who wishes to be hired at Maytronics must prove his skills and meet the demanding requirements of the company without special consideration. The indicators of commitment and success of Maytronics employees are different from the indicators of commitment of the members in the other branches of the kibbutz. Maytronics competes in the global market and as such, the company demands excellence and uncompromising adherence to goals from its employees. Since Maytronics workers who are kibbutz members are supposed to meet the company's criteria and goals, they should also be entitled to receive the conditions given to Maytronics employees according to their role and performance.

Since the wages of those members received by the kibbutz are high and since we want to maintain our involvement and influence in Maytronics, the kibbutz, in my opinion, needs to find creative ways to attract and convince as many members as possible to work there.

Unfortunately, for several years the place of members of Yizrael in key positions in Maytronics, is lacking. There is no vice president who is a member of a kibbutz, there is no manager of a department who is a member of the kibbutz. Our main goal should be to train people for the professions required in Maytronics and to ensure that those people have an incentive to enter the company, that they find a challenge and an interest that will make them want to stay and advance in Maytronics.

I really don't understand which values ​​will be harmed by the provision of cars to Maytronics employees, especially to those who need a car for their work.

Equality – has long since ceased to exist on the kibbutz, both in giving and in receiving

Equality of the value of work - as above, equality should be expressed in giving each member an equal opportunity to develop himself and attain the realisation of his abilities

The sharing is also a very limited guarantee

Benefit - has long since ceased to be a dirty word and every job or position brings with it benefits

I see the delay in executing Maytronics' request for the provision of a vehicle as pettiness, stubborn fixation, and a paralyzing fear of any change.

Maytronics employees are entitled to receive a vehicle from the company exactly according to the same criteria as outside employees

It is a case of "the pot calling the kettle black"

Please, unmask your eyes...

**The black flags go out again at the entrance to the kibbutz**

This coming Saturday24/09/22 - from 5:00 p.m. to 6:00 p.m.

Everyone is welcome!!!

**Prayer Times**

|  |  |  |
| --- | --- | --- |
|  | 18:00 | Erev Rosh Hashanah |
|  | 08:30 | Shacharit |
|  | 10:30 | **Shofar Blowing + Mussaf**  |
|  | 18:00 | Erev Rosh Hashanah II |
|  | 08:30 | Shacharit Rosh Hashanah II |
|  | 10:30 | **Shofar Blowing + Mussaf**  |

****  All welcome

לשנה טובה תכתבו ותחתמו Shana Tova

Note: This year the blowing of the shofar will take place on Sunday and Monday of Rosh Hashanah

The mitzvah of hearing the blowing of a shofar takes place only on Rosh Hashanah

It is worth remembering that on Yom Kippur there is only a single blowing of the shofar, at the end of the fast

**The Library**

Opening hours during the holiday week:

Sunday, 25.9.22 – 9:30 - 11:00

Wednesday, 28.9.22 - 18:30 - 20:00

Thursday 9.29.22 - 18:30 - 20:00

Friday 30.9.22 – 9:30 - 11:00

**Reminder – From Partnership House**

**Below are the prices from October 2022 onwards**

Single room (small) NIS 100

Double room (large) NIS 160

Committees, for industry, etc. Single room NIS 120

Double room NIS 180

Happy New Year!

Rahel Piekarski

**A Person's Dignity**

Eddie Solow: = I'm in someone's gun sights again!

 Another hate post - what will be?

Ugly slanders were again published on the Facebook page against our member, Eddie Solow. The publication and the identity of its perpetrators are currently under legal review. We condemn the ugly slander and express our full support for Eddie.

The kibbutz management

**In Praise of Eddie – Patchy (My Headline – Ed)**

"I remember **Eddie Solow** well from his early days on Yizrael. He was a member of the second group of "Garin Hod" that came to us in 1973.

Already from his first year on Yizrael, Eddie was known to be a dedicated and responsible member, very attentive, responding to every call. All his years in our midst, Eddie has been active in many fields. He saw his work in the chicken houses as a very binding mission and raised the chicken branch on Yizrael to a high level of excellence. At the same time, however, he contributed a great deal in diverse social fields.

When Eddie was chosen to be the secretary of the kibbutz, he raised this multidisciplinary and multidimensional position to levels we had not known before. The period is fondly remembered by many of us.

In all the years since then, he has been active and donates daily and almost nightly, to public needs. Dozens of us are his students in his excellent Feldenkrais classes; By them and through them he rehabilitates the sick and prolongs the lives of the healthy among our retirees.

Eddie is always a model of reliability and loyalty. May we be blessed with many like him."

With all my heart, Patchy

**Not by Bread Alone**

**The Holiday Programme**

New Year's Eve, Sunday evening, 29th of Elul 1555, September 25, 2022

18.45 - Gathering in the dining room

19.00 - Holiday ceremony and festive meal

After the meal "The Year in Summary" - in the Moadon

For children - a craft corner and making greeting cards in the lobby

New Year's Eve Monday, Monday Eve, Sunday in Tishrei, 26.9.2022

19.00 - holiday ceremony and festive meal in the dining room

21.00 – in the Moadon - "Always the Same Dream" -

Noam Rappaport, Israeli music historian - will tell the story of Tzvika Pik with a combination of archival footage and with the collaboration of Yaniv Lipshitz and Eran Shkolnik on guitars...

Invited: from the 9th grade...

Adva Koren-Lipshitz, on behalf of the Rosh Hashanah team: Idit Halevi, Mor Broadhurst and Gali Broadhurst

**Rosh Hashanah 2022 - in the Dining Room**

The timetable for the food department for the coming weekend, and for Rosh Hashanah

The weekend schedules

 Breakfast Friday 23/09/2022 - as usual, between 7:00 and 9:00.

 The Friday vegetable market will operate as usual, between the hours of 7:00 a.m. and 12:00 p.m. It is highly recommended to prepare and take for the holiday as well. There will be more produce available for the holiday, and then the market will operate in a slightly reduced format on Sunday as well, due to supply constraints.

 Friday lunch as usual, 11:30 to 12:45. Distribution of groceries for Saturday morning and noon: 10:00 to 11:15

 Self-service dinner (there will be no home distribution) - 18:30 to 20:00

 As mentioned, there will be no brunch on Saturday - the dining room is closed

**Rosh Hashanah schedule**

Sunday 25.9.22

 Breakfast - 7:00 a.m. to 8:30 a.m.

 Vegetable market - from 7:00 to 11:00

 Distribution of food to those eating at home for the 2 eves of the holiday - from 9:30 to 11:00

 Light lunch outside the dining room - from 11:30 to 12:45

 Table setting time - from 11:00 to 12:30

 Rosh Hashanah Eve, Sunday - at 19:00 - Happy Holidays!

Monday 26.9.22

 New Year's Brunch - from 9:00 to 12:00

 Table setting time - from 12:00 to 13:00

 Rosh Hashanah dinner, Monday - at 19:00

Tuesday 9/27/22 - Brunch - from 9:00 a.m. to 12:00 p.m. - In addition, we remind you to sign up for Kippur meals (those fasting only) and Sukkot and Simchat Torah dinners

**Yom Kippur**

 Eve of Yom Kippur will be on Tuesday, 4/10/22 - Fasters who are interested in the end of Kippur meal are asked to register for the meals. The meals for those who are not fasting are without registration and will be self-service.

 Special meal for those breaking the fast will be on Wednesday 10/05/22 - registration for the fasting meals only will close on 27/09/22

**Sukkot and Simchat Torah**

 Shabbat brunch 8/10/22 will not take place, due to preparations for the holiday. Distribution of groceries for Shabbat will take place on Friday, 7/10/22

 Sukkot dinner will take place on Sunday, 09/10/22 - registration for the Sukkot dinner will close on Sunday, 10/2/22

 Brunch Saturday 15/10/22 will not take place, due to preparations for the holiday.

 Distribution of groceries for Shabbat will take place on Friday, 14/10/22

 Simchat Torah Eve meal will be held on Sunday, 16/10/22 -

 Registration for the Simchat Torah dinner will close on Monday, 10/10/22

General comments: The public is invited to help set up the tables on the eves of the holiday. The hours will be published in Kehilanet.

You must stock up on suitable boxes and utensils for taking the food home ahead of time! Please do not remove the dining room utensils from the hadar ochel area.

Happy holiday and a healthy new year to everyone!

Adi Laviv and Itzik Shechter - the food branch

**English is Fun - with Rahel**

A group of cub scouts visited the local FBI office and viewed the pictures of the ten most wanted men. One kid pointed to a picture and asked if that was the photograph of the wanted person. The agent said yes. "Then why," asked the boy, "didn't you keep him when you took his picture?"

Two boy scouts whose younger brother had fallen into a pond, rushed home to mother with tears in their eyes. "We're trying to give him artificial respiration," one of them cried, "but he keeps getting up and walking away."

DOCTOR: He's the kind of doctor who feels your purse.

RICH MAN: Wealth has made him eccentric instead of impolite – and witty instead of rude – but wealth hasn't changed him. He's still the same arrogant bum he always was.

BORE: He never opens his mouth unless he has nothing to say.

CHEAPSKATE: He's the first to put his hand in his pocket, and keep it there.

LAZY: Automation could never replace him – they still haven't found a machine that does nothing.

THIEF: He's a man of convictions – and he's served time for every one of them.

More about SECRETARIES:

* Happiness is a man who has a wife to tell him what to do – and a secretary to do it.
* I saw this ad: "Secretary wants job – no bad habits – willing to learn." So I hired her.
* All you hear in your office is Women's Lib. It sure has caught on. My secretary told me: "My mother is now encouraging my brother to marry a doctor."
* When the boss marries the secretary, she gives up being a secretary and he gives up being the boss.
* My wife never trusts any secretary over 36-23-36.
* My wife insisted on choosing my new secretary – and he's a nice chap too.
* He finally got a gorgeous secretary. She failed the typing test – but passed the physical.
* If at first you don't succeed, you're probably not related to the boss.
* It used to be that "heaven protected he working girl." Now she also has a union, woman's lib, unemployment insurance, a pension plan and social security.

………………more next week

**BEACON ON THE HILL – 25/9 – 29/9**

|  |  |
| --- | --- |
| **Sun. 25.9** | **Closed – Shana Tova** |
| **Mon. 26.9** | **Closed – Chag Sameach** |
| **Tue. 27.9** | **Closed – Chag Sameach and Shana Tova** |
| **Wed****28.9** | 9:00 Games10:00 movie with Galia12:00 Pedicure with Na’ama Baum (BAO)17:00 Tai Chi with Einan Grosser16:00 – 17:45 Ceramics with Ziv Ben Bassat |
| **Thursday 29.9** | 9:00 Coffee, cake, chats, and games9:00 – 12:00 Ceramics with Ziv Ben Bassat9:30 Blooming Nature with Hamutal7:00 Pedicure with Naama Baum17:15 Exercise on chairs with Michal Shaanan |