

## The Yizraelite – No 2161 Date: 7.6.24

### Kibbutz Yizrael

#### Reut's Editorial

On Monday evening, our hearts were broken once again, upon hearing the news of the death of the kidnapped kibbutznikim, while in captivity, and the discovery of the remains of the first aid volunteer whose fate was unknown since 7/10. I thought of the three veterans of Nir Oz. Everyone who ever lived in Nir Oz knew them and could "place" them in different corners of Nir Oz, according to where they worked, or places they liked to be.

We, fortunately, notwithstanding the reality in the south and in the north, live our day-to-day life here. The opening of the pool made me think of Judy Court, who loved to sit on the grass at the pool. It was recently the anniversary of her passing. I thought maybe we should place small memorial plaques in different corners of the kibbutz. For example, from the recent period: a small sign near the olive tree at the pool, under which Judy Court used to sit with her friends, on the wall of the Tzrif Rishonim, a sign commemorating Danny Harpaz, on the east wall of the sports hall, a sign in memory of Michi Gross, in the garage, commemorating Avinoam Omer, in the accounts dept. in memory of Bini Blass, Nis Albocher and Claire Korner, in memory of Michal Sadur next to the room where she held classes for children, for Bernice Kaplan at the Language Centre... That way, even those who are no longer with us, will remain in our consciousness forever.

**Edi-torial:** Today we report on several important procedures, in a somewhat abbreviated form, on Shabbat meals feedback survey, a summary of the community management meeting, the proposed extended leave procedure, a summary of the HD management meeting, a report from the health and welfare cluster, dentistry

procedure, eye glasses procedure, a report from the young generation, what's new in agriculture (after some time of not hearing anything. T.G. for Shavuot - Ed), a public singing event starring "the Music School", triathlon thank yous, and more.

Shabbat Shalom.



## **We Share in Maida Nehushtan's Grief**

**on the death of her son-in-law**

**The late Ofer Cohen**

**May you know no more sorrow**

**Beit Yizrael**



## **Greetings from the Younger Generation**

Updates on our guys in the younger generation!

Congratulations to Ma'ayan Assaf who received the "exceptional soldiers' award in the Air Force's electronics engineering course.

We are very proud of you!

And once again it is important to say to all soldiers in the regular army and in the reserves:

We trust you!

Thanks to you we are here! We are very proud of everyone!

Looking forward to seeing everyone on the kibbutz paths.



## **Public Opinion Survey re Shabbat Evening Meals and “Kabbalat Shabbat”.**

After decades, in which we regularly held a Kabbalat Shabbat in the dining room on Shabbat evenings and then served the food to the tables, in recent years there have been changes, following the events of the time - Corona, war, hosting many evacuees, etc. Now is the time to make voluntary decisions on the matter.

As part of the process, we will place a short questionnaire on Sunday on Kehilanet, from which we will be able to extract important information for the rest of the process. The assumption of the survey is that this is a regular time, and that the serving pattern will not affect the frequency of duty shifts or arrangements for food distribution.

The survey is intended to assess the will of the public. It is not a ballot vote. The replies will be considered in preparation for a discussion and decision by the community management (alongside cultural, educational values, practical and financial considerations, etc.).

The survey is intended for everyone who lives on the kibbutz.

Thanks in advance for your cooperation,

The management of the community and the Culture Eshkol team.



## **Community Management Meeting Summary - 2/6/2024**

**Present:** Erez Peleg, Talia Arad, Yifat Segal, Shlomo Levi, Tamir Blass, Limor Griman, Stas Gavrilov, Ilana Peleg, Ishai Levi, Maor Persai, Yifat Assaf

### **1. Continued discussion of the community management's share in the profit key.**

Maor presented a collection of proposals prepared by the board members for further discussion at the next meeting.

### **2. Extended Vacation procedure - including reference to pensioners**

**Inbal Adler**, the coordinator of the third age committee, presented the proposal for a procedure which will appear as an addendum to the “extended vacation procedure”, which specifically refers to the pensioners.

A discussion was held in which adjustments were made to the proposal

Later we dealt with the various reservations that were raised at the asefa, and after discussing them, some of them were incorporated into the proposed procedure.

Up to six months extended leave, the house will not be used by the kibbutz. In the case of longer absences, the kibbutz may use the house and provide alternative storage.

Members may not “pay” rent to the kibbutz.

Up to a period of 6 months the member may go out alone, without the rest of the family...

The community management remains steadfast on the principle that a member on extended leave must live off the kibbutz in all cases.

Up to six months, members on extended leave may not work for money.

The entire procedure proposal, as it will be brought to the asefa, appears in the Hebrew newsletter.

The Pensioners Procedure Proposal (**henceforth PPP**) follows.

Yifat Assaf

### Changes to the original proposal:

<b>Subject</b>	<b>49 Workdays – 6 months (continuous)</b>	<b>6 months – 2 years (continuous)</b>
<b>Eligibility</b>	4 working years as a member	8 working years as a member
<b>Permission</b>	Community Management	
<b>Signature on Agreement</b>	Required – agreement for special leave	Required – agreement for 1-2 years leave
<b>Kibbutz Restrictions</b>	Up to 4 members at any one time and no more than 8 / year	4 members at any one time
<b>Waiting Period</b>	8 years between one special leave to another	-
<b>Individual Restrictions</b>	-	Up to 2 years leave in total per member for the duration of his membership until pension age
<b>Seniority Accumulation</b>	Eligible	Not eligible

<b>Separate Leave – Partners / Spouses</b>	Allowed	Not allowed
<b>Voting Rights</b>	Eligible	
<b>Duty Shifts</b>	Not Rostered	
<b>Residing on the kibbutz</b>	Not Eligible	
<b>Temporary use by the kibbutz of the member’s house</b>	Remains with the member	The kibbutz may make use of the house from the first day of extended leave
<b>Educational services</b>	Allowed only if one parent remains on the kibbutz (otherwise not allowed)	Payment required
<b>Insurances and Medical Expenses</b>	Combination – the first 48 days at the expense of the kibbutz and after that, at the member’s expense	At the members expense
<b>Use of Holiday Quota</b>	Combination – the first 48 days according to the quota and after that, no use of quota	No
<b>Economic Independence (income from employment)</b>	Not allowed	Allowed
<b>Eligibility for monthly allowance (Taktziv)</b>	Combination – up to 48 days use of the holiday quota – eligible. Once holiday quota is used – not eligible	Not eligible
<b>Work Bonus</b>	Proportional Part	
<b>Profit Bonus</b>	Proportional Part	
<b>Assets Realisation</b>	Full	
<b>Funds / Pension Supplementation</b>	Combination - the first 48 days at the expense of the kibbutz and after that, at the member’s expense	At the member’s expense
<b>Working on the kibbutz / in the corporations / holding a public position</b>	Not allowed	

## Appendix to the “Extended Leave” Procedure for Pensioners

- **The appendix deals exclusively with kibbutz members who are over working age.**
- **Year off** - a member, a pensioner, who leaves the kibbutz for a period of over one to two years, during which he lives outside the kibbutz and is financially independent from day one.
- A pensioner who wishes to take a year off may do so after notifying the community management and signing an agreement with the secretary.

### • **Splitting Leave related to Spouses**

A. If both spouses are members of the kibbutz, one of the spouses will not be prevented from exercising his right to a year off. (I tell my wife that all the time, but she won't listen... not even for a day - Ed) It should be taken into account that the remaining spouse will receive one budget (half of a couple).

B. If one of the spouses is a member and the other is a resident, there is no possibility of splitting. That is, the resident spouse is not allowed to remain on the kibbutz during the member's extended vacation.

- If a kibbutz member takes a year off and his parents live in the kibbutz as residents, they will be able to remain only if the member is next of kin (son, daughter) to the parents remaining on the kibbutz.

### • **Place of Residence**

A. During the year off, the member will live outside the kibbutz.

B. Up to a period of **one year**, the house will remain at the disposal of the family. It will not be possible to house family members who live outside the kibbutz (with the exception of first-degree family members who are allowed to use the house for up to one week. (The idea of paying rent was rejected).

C. Beyond one year of absence, the kibbutz will be allowed to use the house for its needs (one room in the house can be closed for storage).

D. The kibbutz is obligated to return the apartment to the condition in which it was left. When the member returns to visit during the vacation, the kibbutz is not obliged to make the apartment available.

## **Economic Independence**

- A. During the year off, the member is financially independent but on the other hand, he is not entitled to receive a personal allowance.
- B. During this period, the member's pension will not be affected, but will remain in the kibbutz coffers and will not be transferred to the member's private pocket.
- C. Work bonus and earnings - the member is entitled to receive them proportionally to the months in which he was on the kibbutz.
- D. Realisation of assets - the member remains a "member" in his status even when he is on leave and will therefore be entitled to funds that will be distributed to members for the realisation of assets.

## **Extended Leave - Pensioners**

<b>Subject</b>	<b>1-2 years (continuous)</b>
<b>Eligibility</b>	Eligible
<b>Permission</b>	Notification to the Community Management
<b>Signature on Agreement</b>	Required – agreement for “pensioner special leave”
<b>Kibbutz Restrictions</b>	-
<b>Waiting Period</b>	-
<b>Individual Restrictions</b>	Up to 2 years in total for the pension period
<b>Seniority Accumulation</b>	Eligible
<b>Duty Shifts</b>	-
<b>Voting Rights</b>	Eligible
<b>Residence on the kibbutz</b>	Not allowed
<b>Separate Leave – Partners / Spouses</b>	Allowed
<b>Temporary use by the kibbutz of the member’s house</b>	Up to 1 year the house remains with the member Over 1 year the kibbutz has the right to use the house from the first day
<b>Insurances and Medical Expenses</b>	Same as any member
<b>Use of Holiday Quota</b>	-

<b>Economic Independence (income from employment)</b>	Allowed
<b>Work Bonus</b>	Proportional Part
<b>Profit Bonus</b>	Proportional Part
<b>Assets Realisation</b>	Full
<b>Eligibility for monthly allowance (Taktziv)</b>	Not eligible
<b>Work on the kibbutz / corporations/ holding public office</b>	Not allowed

## **HR Management Meeting Summary - 19/05/2024**

**Participants:** Yifat Assaf, Peter Pezaro, Eddie Solow, Irit Shemesh, Nir Segal, Rotem Agmon, Noa Armoza, Erez Peleg and Kinneret Govrin.

### **Agenda: Approval of the Student List**

Invited: Sarit Laviv, Coordinator of the Education Committee

The Education Committee presented to the H.R. management its proposal for the new list of students, including the criteria according to which the list was decided upon.

This year the budget was reduced to 260,000 shekels, with most of it going to those continuing the from previous year. About 40,000 shekels remain for new applicants. Out of 14 new requests, it is proposed to approve 7 requests to remain within the budget.

### **In the discussion:**

- The criteria have been updated in the past year, but there is room to make them more precise. For example, in the context of the cost of studies and an additional reference to the date of the last studies.
- The criteria must be published in Kehilanet and be visible to all.



- There is room to add a parameter of “a master's degree in a field other than the applicant's current profession”. Today, versatility and a wide range of professions and specialisations may promote and assist in finding a job.
- There are many applications this year for studies in the same field. Shouldn't we pay attention to what is being studied instead of only looking at the dry criteria?

**It was decided to approve the list proposed by the Education Committee:**

Anna Abramovich M.B.A

Idan Orozoko-Kamilian - Master's degree

Uri Elon-Brustein - Various courses

Tali Brauman - Master's degree

Ella Cohen Schwartz - B.Sc.

Bar Levi - Internship

Dima Tchernikovsky – certificate

Kinneret Govrin



**Health and Welfare Council Protocol - 30/5/2024**

Present: Liran Pen, Rotem Agmon, Aviva Beutler, Yoni Brauman, Amir Darom, Inbal Adler, Talia Arad.

Absent: Biff Markham-Oren, Tamar Sankar.

**On the agenda:**

**1. Dentistry**

Attached is a proposal for the procedure without any real changes, but with information that in our opinion was missing. The proposed wording was discussed in the Health Council after passing, updating and approval by Shlomit Yanai.

The Health Council thanks Shlomit for managing the dental clinic, for many years of dedication, the desire to provide the best service and openness to change and listening to the changing needs. We are talking about hundreds of patient files.

The cost of operating the dental clinic for the health budget is approximately 1 million NIS per year.

The new procedure will be attached at the end of the protocol.

The results of the appointment poll (notes vs. technology)

105 people answered, 48% want both a note in the mailbox plus email and SMS, 48% only want SMS and email.

At this stage we will leave the notes since most of the respondents to this category are over 70 years old.

The task of setting the appointments is not an easy one, since the clinic has the responsibility to invite the member and takes care of his ongoing follow-up throughout the year, a service that is peculiar to a cooperative kibbutz (compared to outside where the person is responsible for his own ongoing care, which may lead to neglect).

A system where you can make an appointment independently is more complex than you might think, and is not relevant in most cases, but the possibility will be explored.

The clinic also receives clients in the evening until 19.00 on certain days (dentist and doctor), if required, we will extend the evening hours for the benefit of outside workers, for example.

## **2. Glasses and contact lenses**

This issue has already been brought up for discussion 3 times in the Health Council, and we have not been able to reach a solution.

The cost to the kibbutz of the glasses is about NIS 220,000 per year.

Attached is the proposed update, without significant change but with the addition of information that was missing and is now organised in a table.

In addition, we decided to add a reimbursement clause for surgery to remove glasses, with the understanding that a member who performs this procedure saves in the long term the expense of buying glasses. The refund will be adjusted to the potential savings.

This section will be considered as a trial and will be limited to a certain number of members per year according to the capacity of the budget.

## **3. Processes that support weight loss** (apps, support groups, nutritionists, injections.

We have not finished discussing the section and it will be moved to the next meeting.

Summarised by: Talia Arad



## Dental Procedure

The dental clinic in the kibbutz is a private clinic, which strives to provide courteous and professional service, with an emphasis on the professionalism of the doctors and the entire staff, and to cover a wide range of dental treatments.

Treatments for adults and children include:

- 1) Preservative treatments.
- 2) Oral rehabilitation treatments.
- 3) Dental care.
- 4) Treatments by specialists - surgery, endodontics and more.
- 5) Orthodontics for children.

- For treatments that are not provided at the Yizrael dental clinic, and the director of the dental clinic refers to an outside clinic, the cost of the treatment will be refunded in full.
- Treatments that are given at the local clinic, but the member/child receives treatment at Clalit Smile Clinics, the cost of the treatment will be reimbursed up to the amount of the Yizrael rates. It is recommended to update if you switch to full routine treatment in the Smile clinic.
- With the understanding that there are members who prefer to be treated outside, treatments that are done in outpatient clinics that are not of Clalit Smile and that were not referred by the dental clinic manager, will be reimbursed according to the internal reimbursement price list, which is usually lower than the price list of outpatient clinics.
- Dental accessories that were given as part of the kibbutz treatment framework - in case of loss, the member will be charged 50% for a new accessory for the first loss. After that, the entire cost is at the member's expense.
- In exceptional cases that are not covered by the procedure, discretion will be exercised to give the correct answer based on the merits of the case.
- 2 branches of Clalit Smile exist in Afula, and you can find out details, prices, appointment scheduling and more on the Clalit Smile website. Make sure you are looking in the "Mushlam Zahav" column.

### **Orthodontic treatment for children:**

- The treatment will be done and started only on the recommendation of an orthodontist.
- The treatment will only be done if there is desire and cooperation and agreement to take responsibility, on the part of the child and his parents.
- The director of the dental clinic will meet with the child and his parents, and an internal agreement will be signed with the family before the treatment begins.
- Reimbursements for orthodontic treatments at outpatient clinics will not be considered except for those performed at Clalit Smile clinics and no more than the cost of treatment at the kibbutz.
- A child who underwent orthodontic treatment by the kibbutz (whether he finished the treatment in full or due to lack of cooperation did not finish the treatment), **will not** be entitled to additional treatment by the kibbutz.
- Prices as of 2024:

Braces: about NIS 17,000

Night /day brace: about NIS 21,000

### **Orthodontic treatment for kibbutz members:**

- Orthodontic treatments will not be subsidised by the health system, except for essential health needs.

### **Dentistry for candidates:**

The kibbutz does not take responsibility for treatment for problems that originated in the period prior to the beginning of absorption.

The new family - adults and children, will come for an examination at the dental clinic as part of the "admission form". It is the responsibility of the family and the admission committee liaison to coordinate the checkup.

The director of the dental clinic will arrange for a checkup by the kibbutz clinic that includes an Xray, an examination by a dentist, and the creation of an orderly treatment plan that includes a price quote based on the findings.

The candidate may undergo the treatments on Yizrael or in an outpatient clinic of his choice (if he has the treatments outside, a summary of treatments must be included in the personal file), and these treatments will be at his expense.

### **Dental health in the various Younger Generation tracks:**

It is recommended before leaving for financial independence or taking a year off, to go to the dental clinic for examination and treatments before you leave the kibbutz. The dental clinic will strive to conduct a follow-up and invite you for this purpose, but the responsibility rests with the young person.

- Youngsters in their service year, soldiers, working on an allowance, study track and special needs are entitled to a full-service basket according to the procedure.
- Younger generation who return to the kibbutz after an absence, the same arrangement will apply as for those who have been absorbed (it is the individual's responsibility to coordinate with the dental clinic immediately upon his return).
- Those in the Younger generation who are financially independent, on a grant track, leaving, taking a year off - are entitled to a 17% discount.

A quote will be given for the required treatments including the discount, and the treatment will not start until the quote is signed.

- Clalit Smile clinics across the country treat with discounts, those covered by Clalit Mushlam. Details on the Clalit Smile website.

### **Dentistry - Residents:**

- The clinic treats residents.
- Residents and parents who pay through the kibbutz will be given a discount of 10%-12% depending on the type of treatment. Contact the clinic manager for a quote and more details.
- Care for a child where one parent is a member and the other a resident will be charged 50% as usual.

- Reminder:

☑ Children up to the age of 18 are entitled to a variety of dental treatments free of charge or at a low rate at Clalit Smile clinics.

☑ Those 72 years old and older are entitled to a variety of dental treatments free of charge or at a low rate at Clalit Smile clinics.

### **Emergency dentistry and outside clinic operating hours:**

- You can get first aid in dentistry at any Clalit Smile clinic during business hours, preferably arranging an appointment by phone, but you can also just turn up.

**Note:** The clinic makes every effort to send reminders by e-mail, mailbox notes and text messages. Failure to attend the scheduled appointment without notice causes unnecessary costs of paying the professionals for the time they waited for you.

Out of respect for the staff and consideration for other patients please make an effort to arrive on time for your appointment or notify the clinic in advance of your inability to attend.

☒ Failure to arrive at the appointment without prior notification will result in a charge of NIS 15. (Cheap! – Ed)

The manager of the dental clinic will strive to invite members for follow-up visits throughout the year for each patient. However, the member is personally responsible for everything related to his oral health and the ongoing relationship with the dental clinic.

☒ You must update if your contact information has changed (email / phone number).

Contact address:

Yizrael Dental Clinic - Shlomit Yanai.

Work mobile phone- 0523756021. Email- shinaim@yizrael.com

☒ You can send a WhatsApp message on this number at any hour, the messages will be answered during the operating hours of the clinic.

**Clalit Smile Afula (consultant).**

Sderot Yitzhak Rabin 20, Afula (in the same building as Clalit Yoetzet)

Phone 04-8519650

Hours of operation: Sunday-Thursday 8.00-20.00. Fridays 8.00-13.00.

For those insured in Clalit.

**Clalit Smile Afula.**

23 Hagan St, Afula

Phone 04-6428000

Hours of operation: Sunday-Thursday 8.00-20.00. Fridays 8.00-13.00.

For those insured in Clalit.



## Glasses and Contact Lenses



The health system participates in financing glasses/contact lenses for those who need them, according to the following classification:

Description	Lenses max tariff	Frames max tariff	Total	Entitlement	Remarks
Frame only	-	700	700	Once every 3 years	
Reading Gasses	600	included	600		-
Distance Glasses	1100	included	1100		May combine with regular optical sunglasses
Office Glasses	1100	included	1100		-
Multifocal lenses	2200	700	2900		May combine with regular optical sunglasses
Photo gray multifocal lenses	2700	700	3400		No combination with other items
Optical Sunglasses	600	included	600		-
Contact Lenses Daily/monthly/permanent	1200	-	1200	Once a year	May combine with regular sunglasses
Ordinary Sunglasses.	200	included	200	Once every 3 years	For those without need for corrective lenses
Laser surgery for glasses removal	2500	-	2500	Members only. Once	Limited to a certain number of members acc to budget
Loss or damage prior to the qualifying period	50%	50%		First time	50% of refund tariff and not actual cost



## Updates - Young Generation

### 1. A meeting with the members of the "Savion" group and their parents

On May 21, 2024, a meeting was held with the committee members, the 12th graders and their parents in preparation for the transition in July to the younger generation group. The young people and the parents received explanations about the transition process and the duties and rights of the young people in the various tracks within the framework of the younger generation.

#### The young people detailed their plans for the future:

- **Ben Savir** - As part of my service year, I will volunteer as a shaliach of the Jewish Agency in the Jewish community of Connecticut, USA. I will bring Israel to the entire community in different ways, from preschoolers to pensioners, and in this way, I will help develop and strengthen the relationship between Israel and the Jews of the Diaspora.
- **Ma'ayan Tirosh** - a year of service in the Naaman complex - special needs population, and children on the autistic spectrum.
- **Guy Perling** - a year of service at the Ofek housing system, Bustan HaGalil, in a hostel for children and youth up to the age of 22, with special needs who were removed from their homes by welfare. We will accompany them, like their older brothers, and I will personally work in the agricultural and musical aspects with them.
- **Barak Shkolnik** - enlists in the IDF in December, as a Krav Maga instructor - that includes Krav Maga training for soldiers during the training phase in the IDF.
- **Yoav Reuven** - enlists in the IDF, in the Home Front Command, in August.
- **Itai Ron** - technological studies, at Kinneret Academic College in August, going to study communication systems and network systems.
- **Meron Levin** - a year of service, in the Yoana Jabotinsky Youth Village, in Be'er Ya'akov, starting in August. The village has a regular school and a boarding school, in which there are Na'aleh youth and the general population.

### 2. New construction

We are pleased to announce that the construction of another building in the young generation neighbourhood has begun near the oak grove and will contain about 9 rooms. The expected duration of construction is 12 months.





## Young Generation Committee Meeting Summary - 4.6.24

Present: Rotem Kamilian, Monica Brustein, Matan Elul, Ishai Levy, Ranit Levy, David Beutler, Sivan Dashevski (observer), Tal Levy (observer)

Absent: Keren Kagan

### 1. Financial independence track outside the kibbutz:

A. The committee discussed the rent payments of the younger generation, who are financially independent and rent a room in the kibbutz and live in another place during the week. The committee decided to equalise the amount to that paid by young people who are financially independent and live here full-time (the table is attached).

B. Those traveling abroad will be charged according to the economic independence rate from 1/7/24.

C. These changes will come into effect as of July 1, 2024.... -there was no increase in the rent for young people who are financially independent throughout the week and the amount remained at NIS 900. The change is the cancellation of the discounted rate for 'weekends only' and leaving a single and identical rate for everyone who is financially independent.

D. Rooms for financially independent young people who live outside the kibbutz -

The committee recently asked several young people who keep a room in the kibbutz for weekends only, and work for a living during the week outside the kibbutz, to vacate the rooms. This considering the lack of rooms for the 12th graders who are going to move up in July to a younger generation.

The committee resorted to this move after realising that this is the only solution.

Also, the 12th graders who are moving up to the younger generation will share a room, and some of those who moved up last year to the younger generation last summer will also need to share a room.

We must point out that no new or precedential decision was made here, but a full implementation of the Young Generation procedure, below is the section on the subject from the procedure.

### 2. Table of payments and credits:

An update was made to the table of payments and credits for the young people regarding television, considering the recent change made for all kibbutz members in the field of communication. Young people receiving an allowance, year of service,

reserve, national service, army, and study tracks - will receive a credit of NIS 70 per month for the budget, like the members of the kibbutz, and will be able to choose the communication package that suits them. Young people in the financial independence/employee track will not receive a credit and will be charged individually according to the package they chose.

\*All rates will be determined/updated by the kibbutz management as part of the annual budget approval process and will be published once a year.

\* Internet - the monthly billing rate as of 2024 is NIS 37.

Summarised by: Ishai Levy



## **What's New in the Agricultural Corporation - Shavuot 2024**

### **Jeremy Perling**

Changes in the organisational structure due to the end of Daniel's term and as part of the strategic plan from two years ago, all the field and tree branches were united into one branch under Ohad Ziv, both administratively and physically - the water, the plantations and the field crops today work as one body - the plant branch. Accepting the idea was not easy. No one likes to have his cheese moved! But it was for the better.

The strategic plan that is based on three arms:

- a. Existing activities- efficiency and preservation
- b. Portfolio diversification - entry into additional crops
- c. Vertical and horizontal expansion - connection to the marketer - to maximize the existing resources

Jeremy Perling



## **What's new the Horticulture Branch – 2024 – Ohad Ziv**

Towards the end of 2023, a decision was made to unite the orchards with the field crops branch into one Horticulture branch.

On 1.1.24 we announced the union and started joint work. The actual transfer of the plantation equipment to area 1004 (the area where we are today) ended in March 2014.

The transition went with very few difficulties, and the team was engaged and accepted the change with great understanding. Teamwork is felt, and the resources are managed and used well. We couldn't have asked for a smoother transition.

As part of the changes, a decision was made in the agriculture management on another organisational change, and we parted ways with Daniel Rosenfeld after 4 years in which he initiated many processes and was part of the success of Yizrael agriculture. The change abolished the position of the director of agriculture. Now, the organisational structure includes a board of directors and the chairman of agriculture and under him the two branches of agriculture, the livestock branch (farm) and the plant branch (field crops + plantations).

The uniting of the plant branch aims to be more efficient and take a broad view of all existing resources and maximise them, resources such as: water, land, infrastructure, personnel, tools, mechanisation and more.

Out of this ambition, two decisions were made by the management of the branch, and they are:

1. The water sector - until today it was conducted as a separate entity within agriculture. The branch merged into the plant branch. Until today, the water sector has "subsidised" the plant sectors and entered into an annual deficit, and since it provides an exclusive service to the plant sector, it should be managed within the sector as part of the sector's resources.

2. Pulling out plantations and creating a more balanced distribution of crops - following a decline in the almond market, and after difficult years for the branch, it was decided to uproot about 590 dunams of old almond trees and leave about 465 dunams of young trees. It was also decided, in the coming years, to plant about 390 dunams of olives for oil to be harvested in the summer season, and to start a new and interesting cultivation of carobs. That is, in the coming years the layout of the orchards will be - 465 dunams of almonds, 540 dunams of olives and 470 dunams of carobs. In terms of

resources, and in terms of risk distribution, this distribution is more balanced and correct for the industry.

These days we are planting 100 dunams of olives in a new orchard.

Towards autumn we will start a carob plantation project of about 200 dunams.

### **Points of interest and objectives:**

- **New agricultural gates** - as you may have noticed, agriculture installed 3 new electric gates: "Almond Gate", "1000 Gate" in front of the northern neighbourhood and "The B Plant Gate" near our compound. The gates were erected for the needs of the branch and its efficiency, and to maintain the security of the kibbutz. The staff was asked to use the gates only for needs that serve the branch. It is important to note that the gates belong to the kibbutz and the permissions and permits policy is in the hands of the community management and its decisions.

- **New equipment** - the plant branch recently replaced an old tractor with a new one. The new tractor is equipped with the most advanced technology available, and we sold an old tractor. In the coming weeks we will also replace an old plow with a new one.

- The variety of crops for the 2024 season - this year we sowed a variety of crops like the past years: wheat, clover, chickpeas, carrots, onions, corn for industry and livestock, cotton, spices (dill, coriander, parsley), watermelon and beets.

- **Manpower** - the plant branch has 5 employees: Adi Ratzin, Regev Livne, Said Shibli, Liron Sarid and Benny Brustein (salaried track) and 4 kibbutz members: Ram Alster, Ilan Sadur, Ben Kirshberg and Ohad Ziv, and 8 Thai workers: Menon, Kay, Tonk, Am, Nut, Ph, Doc and Mak. (Google Translate is to blame – Ed)

Since the beginning of the war, the branch has faced many challenges - the absence of Ben and Beni in the reserves intermittently and for different periods, a lot of work, and the replacement of most of the employees from Thailand. Despite this, we were able to complete the tasks in the best possible way, thanks to teamwork, the quality of the people and their dedication.

- **The effect of the war** - the war, intensified the challenges facing the plant branch, the flight of Thai workers, and as a result the recruitment and training of new staff. A shortage of contractors due to the closure of the occupied areas caused a doubling of the prices of the work of the contractors.

Expenses (pesticides, packaging materials, etc.) increased by about 20% due to an increase in the price of transportation to Israel.

- These days, we are expanding the tractor shed which will also include the tools and equipment of the plantations.
- This year we put emphasis on strengthening the relationship between the branch and the community in the kibbutz (corn festival, self-harvesting corn and more).
- As part of educating the younger generation and maintaining the continuity of the industry, we have set a goal of including youth to work in the industry.

The branch's expectation for the coming year is to finish the season with a profit, lower than the forecast. The rainy winter made it difficult for the crops and you can see a mixed trend, in wheat the crops are very good, and the prices are good. In onions, the harvest is disappointing, and the cost of picking is high, but the prices are reasonable. In carrots, the crop is below the perennial average, but prices are high. In beets, the crop is good, but the supply in the market is large and there is difficulty in marketing, there is a significant delay in removing it from the ground and as a result the depreciation is high, which will affect the income. In the other crops, it is evident that there is a significant increase in cultivation expenses due to frequent spraying and dealing with weeds, which means a significant decrease in the operational profitability of the crops and the general profitability of the industry at the end of the year.

In conclusion, despite the challenges and the drop in yields, the outlook for the end of the year is optimistic. We emphasise a good atmosphere and team formation, which will continue to lead agriculture on Yizrael to new heights for many years to come and bring a lot of pride to the kibbutz.

Ohad Ziv

## **What's Happening in the Livestock Industry - Summer 2024**

The Yizrael dairy farm is being extended, to absorb the Kibbutz Maoz Haim dairy farm. The kibbutz's milk quota is 4.3 million litres and Maoz Haim's quota is 3.7 million litres.

During the summer, the union of dairy farms will come into effect, and we will start producing all the milk on our farm. To be able to produce the entire amount of milk, another shed was built for dairy cows, and some of the cows have already entered the new shed. Soon we will start with yet another shed, after we managed to get all the approvals from the various parties. This shed will be divided into calves, and cows before calving. The milking parlour will be renovated soon so that we can increase the milking rate to 180 cows per hour.

The period of renovation of the milking parlour will be very challenging, since the renovation is done while the cows are being milked, and each time only one side is milked, so basically half the parlour is shut down.

The number of workers on the dairy farm after the merger will increase in the first stage by an additional employee. All other sections will remain with the same staff

**Tools/Mechanisation:** At the food centre we will have to increase the number of portions we produce per day, and there are no plans to increase the number of workers or the working hours of the machinery.

We have a plan to buy a straw chopper in 2025 and reduce the man hours by chopping the straw before it gets into the "Self".

At the end of July this year we will be able to give the milk production forecast of the partnership. According to a preliminary estimate we will be able to produce the milk quota of the two kibbutzim as early as September 2025.

I would like to thank the wonderful Refet team for the fact that we were able to produce exceptional results in 2023, I would also like to thank the members of the kibbutz and the management for the trust they placed in us in entering a partnership with Maoz Haim.

Reported by: Uri Horwitz



### **Bright Light - Ilana Peleg**

Last week there was a "communal sing-along" with 3rd-4th grade students from schools in the northern district. Songs from the Land of Israel.

The show took place in the concert hall of Kibbutz Yifat in the presence of 1500 students of the Northern district (in two performances). Our Music School symphony orchestra was chosen to be the accompanying orchestra of the event, led and conducted by Stas Gavrilov. Not only did the students sing, but there was a vocal group of several girls, from the musical excellence team from Emek Harod High School, among them Avigail Shkolnik. The group accompanied the audience singing throughout the evening.

The gathering was very festive. The children arrived with great excitement to the show. They were all dressed in white shirts. It was evident from their singing, that they had received thorough preparation in their schools from their music teachers.

Everything went perfectly, the children behaved respectfully and participated admirably.

Dr. Orna Simchon, Director of the Northern District of the Ministry of Education, in her opening remarks, praised all those involved. Stas and the orchestra were praised for the great level of playing.

The show opened with a string of Israeli children's songs, written and arranged by Inbar Sharett, who graduated from our Music School several years ago. After that the children and the orchestra sang five songs. Later, a string of Naomi Shemer songs was played, arranged by Stas Gavrilov. The evening was concluded with everyone singing and the orchestra playing "Hatikva

Ilana Peleg



**Thank you to all the organisers and participants in the Triathlon**

A detailed list can be found in the Hebrew Newsletter

Zohar Assaf



## **Triathlon Experiences** - Written by the Dashevski family

We signed up for the triathlon with great excitement without knowing how it was really going to be. Nevo registered for the beginners' division, Geva for the children's division.

The time approached for the big day, and we started training... Fridays and Saturdays opened with a long bike ride, long-distance running, and a welcome release of energy.

The big day of the competition arrived - with great joy we went to the pool. We arrived at the organised event, the boys dressed in their triathlon shirts, and it was very exciting. Guy and Nevo swam and rode bicycles, Geva rode a bicycle and ran - twice.

Nevo adds - "It was fun to participate, especially since there was a division by age. I liked doing the swimming part the most even though I didn't plan to swim at first. I think that next year I will improve and go up to the mini sprint."

Geva: "It was fun to do both assignments, running and cycling together. We even did the running twice. We trained with dad for more than two weeks and it was worth it."

**In conclusion**, we want to thank the amazing team for a crazy sports production that enabled the children and us to feel real satisfaction, energy and great happiness.

Written by: Dashevski family

## **Triathlon Yizrael - Interview with Ofra and Yiftach Keret**

**Q.** Why did you decide to participate in the triathlon?

**Ofra:** Because I like to do sports and swim. I learned swimming with Racheli and later with Yair Kleinman in the triathlon team.

**Yiftach:** to exercise.

**Q.** How did you prepare for the triathlon?

**Ofra:** I prepared with Inbal, and I was ready, I didn't just sign up... I did three training sessions with Inbal and a training session in Sachne with Zohar, my father, Yiftach - my brother and other children from the kibbutz.

**Yiftach:** I was in swimming training with Inbal and at Sachne



What did you learn from Inbal?

**Ofra:** I planned to swim one length, but Inbal told me I could swim four lengths, she got me excited and increased the level of difficulty in my swimming.

**Yiftach:** I learned to swim better and to breathe correctly.

**Q** How did you feel on the day of the triathlon?

**Ofra:** I felt stressed, because I wanted to be good, I felt that I succeeded, and I was good.

**Yiftach:** Excited, happy because it's fun to train for something and then it really happens.

Who else in your family has participated in a triathlon?

**Ofra:** My father, my mother and my brother. My older sister Noya helped me during the competition to know when to jump and all kinds of things.

**Yiftach:** Ofra, Mum and Dad.

**Q** How were the refreshments you received?

**Ofra:** The health snack was healthy, but a little tasteless.

**Q.** How was the ceremony?

**Ofra:** I received a medal; it was fun for me to go up to the podium with Giora instead of my father and receive the trophy for first place. I was very happy and encouraged all the participants and winners.

**Yiftach:** I was happy to stand on the podium instead of my father (for a change).

**Q** Do you have anything to add?

**Ofra:** Hopefully there will be a triathlon again next year, I loved it, and I had a lot of fun.

**Yiftach:** I want to have a triathlon next year and expect there to be more events.

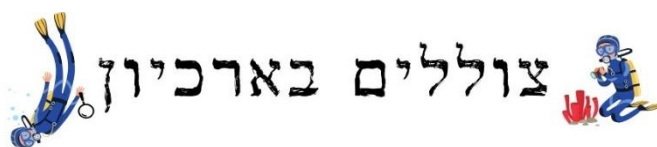
We would like to thank all the organisers for a fun experience and meaningful community event for everyone who took a sporting or organisational part in it.

A special thanks to Inbal Pezaro, who gave the children a special experience of training with an athlete at the highest level in the world in her modest, pleasant, ethical and

professional way.

We will end with a prayer for the return of the hostages, hoping for quiet days and good news for all the people of Israel.

Amen - Ed



## Delving into the Archives

Not only in the files of the archive but in every corner of Yizrael there are hints of local history. Whoever passes by the stone garden, and looks down, will see the memorial stone in memory of Meir Dov and Paige Zelda Orloff.

Who were the Orloffs? What is the connection of the Orloff family to Yizrael?

Rahel Piekarski says: Meir Dov Orloff was the brother of her grandfather, Aharon Orloff. In 1903, the nine brothers of the Orloff family immigrated to Israel, with their parents, Raphael and Rachel Orloff, from Kaminka, a Jewish agricultural colony in Ukraine. The family settled in Petah Tikva, where Paige Zelda died in 1913 and Meir Dov in 1916.

Their son, Shimshon, immigrated to Australia where he was very close to Rahel's family and even lived with them and died in their home. He approached Rahel and Yossi Piekarski with a proposal to build a forest in Israel in memory of his parents, but accepted their proposal that instead of a forest, a playground should be built in their memory on Yizrael. Yossi and Rachel turned to the late Vered Halevi and Bernie Fink who designed and built the stone garden.

It is said in the Orloff family, about the end of the first aliyah: Rahel's grandfather, Aaron, immigrated to Perth, Australia, together with his brother Izzy. Izzy served as an intelligence officer in an Australian unit that participated in the British occupation of Israel. Izzy was a photographer and left an important collection of photographs of the Land of Israel (which can be searched on the web, details with me).



Other siblings were Zvi Neshari, a physical education teacher at the Herzliya Gymnasium, the sculptor Hana Orloff and Miriam Eitan who was among the founders of Tel Adashim and was Raful's mother.

Written by: Jules Feldman



## Isabel Perceives

In a year, two years, maximum in a decade...

The days are hot, the beginning of summer, and the winds on the hill are stormy and buzzing with excitement about the burning issue that is on the agenda, which is – the Extended Vacation Procedure!

But even before I could start calculating how many vacation days I am allowed to take per year and at whose expense, the topic was pushed back into the drawer in favour of an equally interesting, exciting and emotional topic - the absorption of displaced families. Anxious as I am, at mass gatherings, I joined the important discussion from afar, and waited impatiently for the long-awaited vote.

But as we know, the residents of the Hill like to vote in the wee hours of the night, so the discussion was prolonged; I learned the importance of the word – **up to**; And I asked myself: does it matter if we take in only 4 families, or up to 4 families, and in general, who would want to live in a Caravilla in the middle of the kibbutz?

While I was pondering the matter and appreciating the zeal of my friends on the hill, and their ability to quibble about the matters of the written word, and after about 4 cups of cappuccino, the exciting moment came for which we gathered - a small vote for order, which ended in a tie = tie; has anything like this happened before!?

We moved on to the real vote - are we for or against the absorption of families; After a quarter of an hour or more (I didn't really notice) the message arrived, that the proposal was passed by a very respectable majority, and indeed we will take in families!

Now, of course, it remains to fight over how many square meters they will get? When will the boys and girls of the Zachat return to their natural place? And does anyone even know what is going on with the construction in the Rugby club?!

Peanuts my friends, peanuts!

Moved by the agreement on the matter, on the one hand, I was saddened, on the other hand, that we are unable to take in a larger number of evacuees, and not only because the real estate market in the kibbutz is in a difficult situation - there are no vacant apartments, cats everywhere, and I am still looking for a place for livestock... there is simply no place on the hill

Therefore, I am happy that we opened our hearts and our home to dear people.

Who knows, maybe in a few years, we will renew in a new neighbourhood, in new houses and more importantly - with new friends for life.

Isabel

Written by: Tzafnat Mor



## Little Tips for Big Feelings - Gaya Sankar

Yesterday I saw a short video of someone drawing with charcoal. He begins with indistinct lines, aggressive scribbles on paper. At first, I was amazed by his willingness to draw like this ("not pretty"), but very quickly I began to feel uncomfortable. The emerging painting gave an ominous feeling. As the video progressed, he added more things, more ways, that were unclear to me, and then... like magic, the "miracle" was discovered and a masterpiece was created, one that moves and vibrates with beauty, touches you all over, and I could not have predicted it.

I couldn't see this beauty at first, not even halfway through. And I didn't trust them - neither the artist nor the painting.

And actually, it seems that this is what happens to us sometimes in life as well.

From our point of view - we see our pain, our anger, our desire. But we don't see the whole picture, we don't see the multitude of scenarios happening at the same time, in angles of vision that are not in the range of our consciousness. And it happens in our everyday life, from the small events to the big ones:

"I come home tired from a long day at work, and my wife hasn't made dinner". Maybe you'll even draw the conclusion that she doesn't care about you, because that's the direction your past has led you to.

And at that moment, the huge pile of laundry (which she folded a moment ago), or the dishes in the sink (which she washed while talking to a friend she was having a hard time with), or the colours, which the little son threw on the floor in a moment of rage (she had remained calm and hugged the child), and even her pains, physical and mental, the stress at work, the pain in her shoulders, the fatigue... are not apparent because she finally sat down on the couch, to do a puzzle, to calm her son, or to watch a short programme to rest.... So, if she has time, what, couldn't she just make dinner (you ask yourself)?

We do not see what has disappeared from our eyes, and above us.

What is happening in the country. The picture is messy now, and painful and violent and cruel. It tears at our hearts. But in the pain, in the nothingness, a new existence is created. New connections are made, new understandings, growth that was not there. Like a storm after a fire - new and powerful green growth emerges from the ashes. A

reminder for us to take a breath. Even when everything is falling apart, even when it seems there is no way out. It will pass. The light will be revealed. The forest will bloom again.

Just stay compassionate, remember to look with loving eyes at the people who surround us - we don't see their whole picture, smile as you pass on the path, bring love, take some more air, and trust the road. That way we can continue to operate.

Wishing you a weekend of creation and listening

Gaia

<https://youtube.com/shorts/Rkw3AahYHec?si=9LTIQCXrKgcbgrE6>





**Invitation from the Field Crops / Orchard Branch**

**The 1<sup>st</sup> Annual Yizrael Corn Fest**

**Thurs 13.6.24**

**Save the day**

**Bring a towel and a change of clothes**

ענף הצומח  
מזמין ל-

**פסטיבל התירס היזרעאלי 2024 הראשון**

13.6.24 | חמישי  
17:30-19:30  
בשטח הגד"ש החדש

מומלץ להביא חגבת  
ונגנים להחלפה





## Shavuot Events

Friday, 7.6.24



Agricultural volunteering, more details will be published.

Monday, 10.6.24

**20:30 Meeting and discussion with the Women from Kibbutz Merav - a conversation about the topics of the hour.**

moderated by Shlomo Cohen - Moadon

Tuesday, 11.6.24, Shavuot Eve



**17:30 – 20:30 Farming - agricultural games, craft stalls and a cafe – on the grass outside the Moadon**

**18:30 – 20:00 Shavuot meal - the meal will be served at self-serve booths, seating inside the dining room and outside will be possible.**

Bring repellent - Ed



Wednesday, 12.6.24, Shavuot Holiday

**17:30 Shavuot ceremony - in the field in front of the new Gadash (as last year)**

**It will be possible to reach the place on foot, by kalnoit or by car (or helicopter - Ed**

**Registration for the Chaklayada:** To enable us to organise in an optimal way for the events, please register on Kehilanet or in the WhatsApp group "Cultural Updates."

\* Please include your family and guests in the registration

**Happy holiday to all Yizrael**

**The holiday team - Avishag Sharoni, Eviatar Assaf, Uri Gilad, Doron Kagan, Hadar Lavi, Tal Levy-Freiman, Yotam Assaf, Yifat Segal, Navot Assaf, Noa Armoza, Tamir Lavi**







**The M'aayan Barmitzvah Group**

**Are proud to invite you**

**To our Bar Mitzvah play:**

**"Circus Evening"**

**Fri 5.7.24**

**20:00**

**Save the Date**



**Programme for 09/06/24 – 13/06/24**

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

**Sunday 09 June**

Opening the week with Monica.

09:10 Zoom – Motti Adler – Beethoven / Arik Einstein

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

**Monday 10 June**

08:00 Pedicure with Limor Mualem (by appointment only)

09:30 Armchair lecture

**Tuesday 11 June**

Erev Shavuot - closed

**Wednesday 12 June**

Shavuot – closed

**Thursday 13 June**

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

10:00 Movie screening with Galia

17:15 Exercises on chairs with Michal Sha'an

## English is Fun - with Rahel

Let's laugh away our stress, with ants....

5 ants + 5 ants = tenants

- To bring an ant from another country into your country = important
- Ant that is looking for a job = applicant
- A spy ant = informant
- A ant that uses a gun = militant
- A very little ant = infant
- An ant that is a specialist = consultant
- A proud ant = arrogant
- A cruel and oppressive ant = tyrant
- An ant changed from evil to good deeds = repentant
- An unwilling ant = reluctant
- A financial ant = accountant
- An ant occupying a flat = occupant
- A huge ant = giant
- An annoying ant = irritant
- An important at = significant

- A giant ant = elephant
- A fast ant = instant
- A noisy ant = rant
- An ant lacking in knowledge = ignorant
- An ant taking anything without complaining = tolerant
- An ant wasting resources = extravagant
- A very careful ant = vigilant
- An ant into business = merchant
- A happy ant = jubilant
- A dirty ant = pollutant
- An ant running away from school = truant  
.....more next week

**Some of these ants are Antiques – Thanks for the nostalgia. Edi-tor**

\*\*\*\*\*

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**Disclaimer:** The Edi-tor 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!!!