**The Yizraelite - No 2023. 2.12.22 Date:.2022**

**Kibbutz Yizrael**

**Translated and edited by Eddie Solow**

**Edi-torial:** The Kibbutz is buzzing. The open meeting. in well behind us. Only one response in the Alon this week. The C.M.C have their homework to do (Page 3-5) Yossi Ba'avor has an interesting take on the new look food branch issue. See his article on page 11. Now the new Housing Procedure is on the agenda, so I suppose the Dining Room will take back stage, for a while. I hope so. I need a break from the subject. Try and come to the **open meeting** on the Toranut Procedure after the Asefa on Monday. You won't be sorry. (I seem to have said that before) Yaniv Lipchitz is back with his biting Satire. ("My homeland, you are going to the dogs") I missed him. See page 21. There is much more to think about in this edition. Have a great week. Edi-tor

**Update from the Young Generation Committee**

So, this time.... pride from our girls!

Yardan Greiman enlisted on 11/28/2022 - as an instructor in the Tank Corp. at the Shizaphon base!!!

Well done! Very proud of you!

Waiting to see you on the paths.

(b) The "Dror" group, (Final school year pupils), participated this week in the first meeting of the program for the transition to the 'younger generation' next year.

After a successful pilot program last year, we are this year implementing the program once again. In this program, we try to ease the transition of the boys and girls from an protected environment, to an framework that includes responsibility, maturity and various life challenges.

During the coming year, the group will participate in a number of meetings on various topics, with the ultimate goal being to give them the tools, knowledge and confidence for the transition.

Last Friday, we, the representatives of the Young Generation Committee, the "Dror" group and Shimrit Tzfadiya met, for the first time. We got to know each other, we talked about the essence of the Young Generation on Yizrael, and the roles of the committee; We ate a delicious breakfast, answered questions and enjoyed a fun quiz that included questions about the 'young generation on Yizrael and general questions about the kibbutz.

We will continue to update after the next meetings...

Keren Stamper Kagan, on behalf of the Young Generation Committee

**"Because Rest has come to the Tired" – Ronen Nechushtan –**

**כי באה מנוחה ליגיע""**

In the previous Alon, Meida wrote thanks on behalf of the family.

I would like to thank Yitzchak Peleg, who has accompanied our father for many years. We could always turn to him. He received us with great willingness. Thanks are due Paul Zilles, who was sympathetic listener and a close friend to our father and us. To our dear Noga and Yaniv Shapira, to Einan Grosser and the bereavement team, who helped during the "Sheva" and to you - my friends on Yizrael for accompanying us through everything.

About 20 years ago, after Dad recovered from his bypass surgery, he wrote a will that mostly concerns the family. In the final paragraph, he wrote to you, members of Kibbutz Yizrael, as follows:

***"To all my good and dear friends at Kibbutz Yizrael. My life with you was very rich. I loved every day of my life being with you and among you. I contributed as much as I could and received from you a contribution that was many times greater. Each of you, contributed to my abilities and to the satisfaction in my life. Thanks to everyone."* Gavrush Nechushtan**

That's how dad was. He loved Yizrael and cherished the partnership, the friendship, and the privilege he was given to be a member for 70 years.

And I will end on a personal note. Under the circumstances of the "shiva", I returned to Yizrael for a full week after 37 years. Meeting you, beloved and special friends. Wandering around the paths of my childhood, brought a deep longing for the warmth of the people and the beauty of the landscape of this special kibbutz and the magical valley.

I felt the pain, that saying goodbye to my father was perhaps also saying goodbye to my place of my birth. From the place and the people, I love so much.

I wondered and still wonder - is there a way to really maintain contact between the kibbutz and many kibbutz children "b'nei Kibbutz", who I assume feel the same as me and are scattered throughout the country and the world and seek this connection.

Thank you for taking care of Dad. For the escort at the end of his journey and thank you for this special place.

Ronen Nechushtan

**Unveiling of the Tombstone and Memorial Concert for Guvrush Nechushtan**

You are hereby invited to a gathering in the memory of Guvrush

**Date: Sat 10.12.22**

**10:30** – reception and light refreshments in "Beit Hamusika"

**11:00** – Short classical musical concert and words celebrating Gavrush's life.

**14:00** Unveiling of the tombstone in the Kibbutz Yizrael Cemetery

**Report from the Committee Management Committee - 11/24/2022**

Present: Erez Peleg, Yifat Segal, Ilana Peleg, Dalia Levithan, Yishai Levi, Racheli Araba, Maor Persai, Shlomo Levi, Yifat Assaf

Missing: Stas Gavrilov, Inbal Adler, Kobi Levy, Limor Greiman

**Special guests at the meeting**: the "Shibolim" group - as part of "My Yizrael" day - one of the tasks of the Bar Mitzvah year, accompanied by Ofri Ziv and Adi Laviv

**The Alternatives of the food branch** - the "alternatives team" finished its work and presented its three alternative proposals to the public, at an open meeting. Now the community management is required to take the reins in hand until a decision is made (at the asefa - Ed). There was a brief discussion about the process. The committee members were asked to come to the next meeting with their ideas for the process to be carried out. The community management is duty bound to plan an efficient process.

**Toranut** (invited: Sarit Laviv, Tal Darom, Ortal Salzman, who, together with Racheli Araba and Yifat Assaf, make up the ad hoc committee.

**Background** - The institution of toranut is central in the life of our community. It is the focus of attention and it evokes diverse feelings, from pride and joy of doing things, to frustration and resentment. It raises questions about fairness, burden sharing, solidarity, friendship, caring and more.

Despite the fact that the subject is so central, an orderly procedure (Nohal), that includes all aspects of the subject, has never been written. Over the years, there was an "Oral Law" regarding Toranut, and it held for many years.

It seems that in the past, things were clearer, the community was more homogeneous. It was clear to all that everyone had to bear the burden of the shifts. In recent years, with other changes that have taken place in our community and the increase in diversity, in the matter of the shifts, the oral law is no longer sufficient, and there is a need to regulate the issue in a written procedure.

A major milestone was the Corona period and the closing of the dining hall, which resulted in the cancellation of toranut in the food branch for a long period of time. It was very difficult for many members to return to toranut after this break.

Another thing is that families discovered during Corona that it is not bad to eat at home, which made it difficult to leave home to do one's shift. But the biggest challenge of all is that the kibbutz is changing and there are more and more members whose solidarity and sense of commitment to the collective has diminished. This leads to an increase in exemptions, full or partial, and to an increase in the sense of frustration and "being taken advantage of" on the part of those who (Feel they) bear the burden.

The small team carried out, with determination, a long and complex process, which included the examination of many options, learning, in depth discussions and many Excel tables... and now they have reached the finish line with a proposal for a procedure for Kibbutz Yizrael.

**In the discussion** - Sarit Laviv presented the team's proposal, centered on three principles:

 Transferring as many members as possible to shifts in the food industry, where the bulk of the load is, by reducing and streamlining other shifts

 Determining an annual quota of shifts for a member, and beyond that - completion by hired employees

 Canceling the concept of "exemption" and replacing it with "adapted shifts", with the understanding that anyone can lend a hand and take some part in carrying the burden of the shifts.

The "Shibolim" children were full partners in the discussion, and came up with beautiful ideas. Mainly they were very disturbed by the various exemptions. (Out of the mouths of babes and sucklings comes forth wisdom – Ed)

In the discussion, improvements to the presentation were proposed. Things were said that are important to present to the public, additional ideas were raised to streamline and improve the situation, as well as a proposal to change the system as a whole.

It was decided that the team will process the proposals that came up in the discussion, and will return to the community management by the end of December with its updated proposal, and from there - to the kibbutz assembly.

The community management thanked the "Shibolim", who contributed much to the discussion!!

Summed up by: Yifat Assaf

**From the Human Resources Desk**

1. **Planning committee** - Axel Levin, coordinator of the planning committee, has finished her term of office, and with her the whole committee. Following the transition to the new organizational structure, a new procedure regarding an additional term for an office bearer was accepted. Rachali detailed this procedure. (I will spare you the details – Ed)
2. Dalia Levitan wishes to terminate her position as a public representative in the community Management Committee. The search team appeals to the public - if anyone is interested in offering themselves for this position (or nominating someone else, with their approval) - you are welcome to contact the search team: Racheli Araba, Ofra Shelef, Hila Alterlevy, Irit Shemesh, Amir Darom - the selection will take place by ballot.

Racheli Arava

**The Third Age Council meeting - 8.11.2022**

Attendance: Filipa Segal, Bernice Kaplan, Monica Brustein, Anat Freiman

Missing: Axel Levin, Rinat Chicural, Lotem Cohen

Agenda: 1. Miscellaneous

2. Financial participation in activities and priorities in the budget

3. Excercising of rights

**(1) Information:**

a) **On 12/30/22 - a meeting of veterans and their families** will be held in the kibbutz; Soon an invitation will be issued with the agenda and the statement of intentions. At the meeting there will be an opportunity to hear about the organization of the 'Senior Age Cluster', about the various services provided to Veteran members and residents. The participants will have the opportunity to raise issues and ask questions and more. The meeting will include breakfast and the film "Grandma" will be screened accompanied by a meeting with its producer: Natan Yehiali from Kibbutz Nir David.

b) We are talking to the landscape Gardening branch about the services we provide to veterans' gardens – with the aim of achieving an efficient service.

c) **A new service will soon begin in "Or Begiva"** – Help with access to service websites on the Internet (National Insurance, appointments at government offices, appointments at pharmacies and Kupot Cholim, banks, Kehilanet, etc.).

d) On Monday afternoons, group meetings will be held at "Or Begiva" with officials to talk with those interested. The meetings will be announced in advance.

(2) **Financial participation of the kibbutz and priorities**

The topics that came up in the discussion: Should we charge for activities? What is provided as a free service and what is not? What activities are important and should be encouraged?

**Decisions:**

a) Anyone who lives on Yizrael is invited to be part of the veterans' activities. The treatment is equal to members, parents or residents alike.

b) There will be a charge for the trips. As of 2023, there will be 3 one day trips involving walking, for veterans. We will check out other possibilities for those who cannot participate in walking trips.

c) The once-a-month veterans' meetings will be held, including dinner and content. Activities without walking are first priority.

 We are interested in encouraging the veterans to go to the activities of "Dorot B'Gilboa". We understanding the importance of social gatherings outside the kibbutz for the well-being of the members. Kibbutz participation in the annual registration fee at Dorot will continue.

(3) **Exercising of rights**

We discussed the need to exercise rights in various issues, in order that the kibbutz receive state participation or social security participation in financing various services. One of the topics is nursing hours from National Insurance. In recent times, many efforts have been made to obtain nursing hours for those entitled to National Insurance, in order to finance nursing care workers (And ease the burden on the kibbutz).

**Decisions**: Anyone who needs or is interested in a caregiver for personal care must submit a claim for a nursing benefit from the National Insurance.

You can receive assistance from the kibbutz as needed - after submitting the claim in coordination with Rinat Chicural.

Summed up: Inbal Adler

**Alternatives for the food industry / 21.11.2022 (from the presentation)**

**The main points of the process:** Past Teams that discussed the topic: Vaadat Chevra Committee: 2020-22

Kehilanet survey: 10/2021

In the ballot held on 5/19/22 - the following decision was made:

"We will begin the process of preparing various tracks, including privatization, hybrid routes and leaving the existing situation (with reference to the issues that require improvement)… within 6 months."

**Steps Taken:**

 An Ad Hoc committee was set up by the secretariat.

 Regular weekly committee meetings were held.

 The committee received data from other kibbutzim.

 Visit to Mishmar HaEmek.

 Meeting with Maor Persai.

 Receiving data from the food branch.

 Presentation of a summary and recommendations to the C.M.C (community management committee.)

 Presentation of a summary and recommendations to a focus group.

\* What did the committee not deal with? Shifts / Improving the food and variety / Expansion and changes in the structure.

\*Points that emerged from the survey at Kehilanet: preserving the dining room as the social and cultural center / reducing waste / Need to regulate hospitality and guests.

**Desire to preserve the dining room as a social and cultural center**

63% see the dining room as the center of social life (to a great extent or some extent)

54% see the dining room as an opportunity for a social meeting (to a great extent or to some extent)

**The distribution of the use of the dining room during the week:**

**Lunch** 65% eat often 33% eat rarely (The reason for not eating in the Dining Room during the week: - 17% not at all) 18% prefer at home / 50% not on the kibbutz / 18% claim the food is not suitable.

**Dinner** 28% eat very often 53% eat rarely (of which - 27% not at all). 47% prefer at home / 15% not on the kibbutz / 24% the food is not suitable

**breakfast** %26 sometimes eat; • 61% rarely eat (of which - 39% do not eat at all) / 23% prefer at home / 36% not on the kibbutz / 10% the food is not suitable)

**Reply to the Statement "There is a lot of waste in the dining room"** = 63% to a large or very large extent / 19% to a moderate extent / 15% not at all

I spend a lot of money on meals outside the dining room = 55% to a great extent or very much / 15% to a moderate extent

**Public expectations:** the goals of change in the food industry

66% - Responding to members' needs / 74% - Reducing waste / 65% - Maintaining dining room centrality in our social life.

**Food Branch Numbers**

|  |  |  |
| --- | --- | --- |
|  | **Estimated costs** | **comments** |
| Food costs | 6,300,000 | Variable costs |
| Work | 2,600,000 | Semi variable |
| Energy & operating costs | 1,200,000 | Fixed Cost |
| Maintenance | 250,000 | Fixed Cost |
| management, general, depreciation | 300,000 | Fixed Cost |
| Annual Total | 10,650,000 |  |
| Income (Paying diners) | (3,250,000) |  |
| Total expenses to calculate individual daily food cost | 7,400,000 |  |

|  |
| --- |
| **Total expenses to calculate individual daily food cost. ( Vegetables will continue to be distributed for free)** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **breakfast** | **lunch** |  | **supper** | **total** | **Monthly per person** |
|  | 22% | 50% |  | 28% |  |  |
| Food cost | 5 ₪ | 13 ₪ |  | 7 ₪ | 25 ₪ | 760 ₪ |
| subsidy | 1 ₪ | 2 ₪ |  | 1 ₪ | 4₪ | 122 ₪ |
| Fixed costs | 1 ₪ | 3 ₪ |  | 2 ₪ | 6 ₪ | 182 ₪ |
| Total | 7 ₪ | 18 ₪ |  | 10 ₪ | 35 ₪ | 1,064 ₪ |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Friday supper** | **Brunch** |  |  |  |
|  | 70% | 30% |  |  |  |
| Food cost | 14 ₪ | 6 ₪ | 19 ₪ |  |  |
| subsidy | 6 ₪ | 3 ₪ | 9 ₪ |  |  |
| Fixed costs | 4 ₪ | 2 ₪ | 6 ₪ |  |  |
| Total | 24 ₪ | 11 ₪ | 35 ₪ |  |  |

**Next** **stage of the process:**

 Selection by ballot of the selected track

 Setting up a team to carry out the implementation process

**Ad Hoc Committee members:**

Danit Kirchberg, Artzi Sanker, Ariel Brin-Dolinko, Yitzhak Peleg, Uri Gilad, Vicky Hollander

**Changes in the food industry – Yossi Baavur**

A few years ago, Two one day seminars were held on Yizrael

under the title: "Learning from the experience of others".

8 officials, past and present, from a number of kibbutzim, cooperative and renewed, participated in the seminar days.

One of the conclusions of the aforementioned seminars, which was backed up by the research of the director of the Kibbutz Research Institute, Dr. Shlomo Getz, who also participated in the seminars, was:

**"Kibbutzim where food privatization began, within a short period of time this led to the complete privatization of the kibbutz."**

This conclusion is indeed logical and it is clear that this is the first block to fall in the domino effect.

In the processes that we have been going through in recent times and in order to prevent deterioration in this direction, a different way of thinking is needed, regarding the changes that we must make in the budgets of the food branch.

It is necessary to give a solution to all interest groups and answer varied needs, and not to decide and accept the opinion of the majority, thereby imposing the opinion of the majority on all members and residents.

It is necessary, too, to respond to the needs of those interested in continuing the existing situation.

It is necessary to cater for diners at home.

It is necessary to respond to the needs of outside workers.

It is necessary to respond to those interested in hosting.

It is necessary to respond to those interested in purchasing raw products and cooked and prepared food.

It is necessary to address the needs of those who do not want to use the services of the food industry.

The proposal that was formed is changes in the food industry without full privatization, and includes the following steps:

1) All members will receive a food allowance.

2) Those who wish to continue with the existing situation will pass a voucher upon entering the meal in the dining room, and will be charged accordingly (including for their guests).

3) For diners in the dining room, the food will be free (as much as you can eat - Ed), as is customary today, **but food and utensils must not be taken out of the dining room.**

4) A separate wing will be established with a cash register, for those interested in purchasing groceries and prepared food.

5) The free distribution of food will not continue and each member will choose every day and every meal what is best for him.

**Yossi Ba'avur**

**Barmitzvah Year Mission - "My Yizrael"**

This week, as part of the activities of the Mitzvah year, the 'Shibolim' group set out on a fascinating journey around the kibbutz. It was an exciting journey to connects past, present and future.

Last Thursday, the 'Shibolim' participated in the community management meeting that dealt with the issue of shifts; The youths heard about the challenges, the thoughts, the ideas, the solutions and the different opinions... the topic sparked an interesting conversation and on Friday they met for a follow-up activity, which included role playing and a discussion about the meeting.

On Sunday, the 'Shibolim' started the morning in the Rishonim Hut, with a pampering breakfast that The Founders from "that times" ate: a slice of bread, half an egg, a quarter of a tomato and three olives. They learned that material abundance does not always correspond to spiritual abundance.

From there, Ilan Sadur took us in a tractor-drawn cart to the Gadash for a pampering breakfast "today style" organized for us by the food branch, and to an inspiring meeting - with Dani Levy and Ohad Ziv who told about the nature of work at the Field- crops, then and now.

From there we continued to the Yizrael Dairy, where Navot Assaf prepared for us several stations of old-time information games - we had fun, let loose and heard from Ken Phillips stories about the early days of the Refet and how things have changed.

The next stop was a visit to Maytronics, Idan Zilas, together with a distinguished and diverse team from the various departments, met us for an interesting and enriching tour with stories from the past and innovations from today. We disassembled, assembled, wised up, had dessert, received a small gift and ice-cream and continued to a festive lunch in the dining room.

For dessert - we went to an enriching meeting with the office bearers, who explained to us about their various roles and answered important and interesting questions about the kibbutz, their roles, the members and our lifestyle.

Important points with which we learned this day:

 Do not give up dreams

 Appreciate what we have

 Yizrael is definitely ours.

 We have wonderful people in the kibbutz who are always happy to volunteer and donate their time, and we thank them.

Thank you – To all concerned (My abbreviated version of the detailed list of names in the Alon – Ed)

From the parents and the madrichim, who enjoyed themselves very much and were reminded how lucky we all are...

Eli Friedman, Tali Brauman, Adi Laviv, Ofri Ziv, Sharon Azriel

And:The 'Shibolim' group -

Uriah Blass, Itamar Tzfadiya, Itai Sankar, Alma Brauman, Arbel Laviv, Ariel Sadur, Yasmin Fink, Hemda Levin, Lavi Hollander, Leah Axelrod, Nov Cohen-Schwartz, Noam Zelas, Nili Cohen, Sophie Zinenko, Adi Ron, Omer Greiman, Idan Friedman, Reut Mor, Tama Baor



**Rainfall Table**

**Thursday 1/12/2022**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Month | Sep | Oct | Nov | Dec | Jan | Feb | March | Apr | May |
| Total | 0 | 18 | 24 |  |  |  |  |  |  |
| Average | 0.38 | 16 | 51 | 99 | 111 | 80 | 52 | 19 | 5 |

**From Sima's Clinic**

Reminding everyone that "Y.D. Schloss" products for the winter can be purchased through me...

You can also order a gift voucher for any event...

Prices will increase slightly starting January 1.1.2023...

Good health to everyone and a pleasant winter

Sima Arieli

**Summing up the Beginning – "Tapuach" cluster**

About half a year ago, the organizational structure in Yizrael changed, different clusters were created, among them, the Tapuach - culture, leisure and society.

The cluster includes the following bodies: culture and sports, the pool, the library, the archive, the synagogue and also, responsibility for the public spaces - the club, the first barracks and the pub, barney, rugby...

In the course of the past six months in the cluster's "branches" many and varied events took place:

- Summer events in the pool

- Kibbutz anniversary and Tishrei holidays

- A meeting of the children of the kindergartens to hear the blowing of the shofar

- Renovation of the pub

– a laser tag game

– five O'clock tea in honor of the Queen

- Kibbutz trip for ages 18+ to 80+

- The month of November Health (in collaboration with the health cluster)

- Improving the service to the members by enabling them to reserve various meeting places in Kehilanet. (Moadon, Tsrif, Heder T'nua)

- Screening of the World Cup games in the pub (still in progress...)

and more...

**The broad range of activities, and the large public that came to enjoy them, prove that we on Yizrael have a great desire for communal activities.**

We, want to help you bring out your hidden talents that are waiting to be discovered.

To this end, we have put together a short questionnaire in which you can write one, or two or more things that you can and are willing to do for the sake of culture and leisure on Yizrael (from joining the sound team to making a cake or writing a poem and everything in between)

The questionnaire is addressed to everyone - from the youth upwards. The questionnaire will be published as a survey in Kehilanet from Sunday 4.12.22

(Those who prefer to fill out a printed copy are welcome to contact us)

We would be very happy if you answered it seriously and willingly with the understanding that our culture is built from the sum of the people who take part in it - the community.

Tapuach Cluster Committee:

Dorit Fink, Daniel Heims-Assaf, Zohar Assaf, Tal Wolfson-Darom, Karen Brustein Elon, Tamar Sanker, Yifat Segal - the cluster coordinator.



**Health and welfare cluster manager**

**(1) Club Cars**

The issue of club cars in the kibbutz is not sufficiently organized. We remind you - the age allowed to drive a club car is from 16 years old onwards. It is forbidden to drive a club car without a vehicle license, and it is also forbidden for people who are not from the kibbutz to drive a kibbutz club car. Presently we are working on a club car procedure, which will be published as soon as it is ready. Until then - please follow the rules, for the safety of all of us.

(2) The month of health - summary and acknowledgments

With the beginning of the work in the social clusters, we realized the potential of the cooperation between the different clusters. This is how the idea, to hold a health month in the kibbutz, was born. This is a new and different experience made possible thanks to the clusters. Volunteers from different clusters have taken on different events... We started, relatively late, the organization did not go smoothly, but we decided that no matter what, this year we will start, and it was successful, and here we are starting a tradition.

This is the first year and we have learned a lot from the experience. Now we are making summaries and deriving the lessons for the future. We chose the month of November, because in Israel and around the world there are many excellent health days in the months of October and November, and also because it is after the holidays and corresponds to the famous "Movember", which we used to celebrate until the corona virus...

So, what did we have in health month?

 Parent-child training - fitness training for parents and children, quality time with the children during experiential and shared physical activity.

 Sports walk - morning walk in the kibbutz area led by Lior Keret

 Sports lectures

 Open classes for yoga and Pilates - thanks to Noah Shani and Limor.

 First aid course

 Experiential training with Uri Gilad - 10 km run and walk in the scenery of the valley

 Lecture by Zohar Assaf on the importance of early detection of breast cancer

 And more...

There are things that were planned and did not take place due to a small number of registrants - we will also learn from this in the future.

Most of the activities were carried out by ourselves, at low costs in general (suitable in this time of cut backs...).

To whom thanks, to whom a blessing?

 To all the activity providers - you are champions!

 To the staff of the food branch, who cooperated in full, initiated and made dishes especially for health month, purchased napkin holders with place for health messages, produced the green route, a healthy dish and many more things which reminded us of the forgotten days of the dining hall, which was operated by members.

 Thank you to Ofri Ziv who prepared the logo and the wonderful publications

 Thanks to the public who participated according to their taste and preferences

 And lastly, **to the elite interdisciplinary team**: Yifat Segal, Sarit Laviv, Tal Darom, Keren Stamper Kagan, Liran Pen, Ofri Ziv, Inbal Adler – (who worked hard to organise all this all this)

**General Meeting - Asefa**

**on Monday, 5/12/22**

**at 20:30, at the club**

** Advancement to candidacy - Tal (Freiman) Levy**

** Acceptance for Kibbutz membership - Inbal Pizarro**

**Assembly Committee**

**An Open meeting on the Housing Procedure**

**will take place immediately after the asefa**

**Housing Committee**

**Minutes of the Entrepreneurship and Small Business Committee meeting**

**On: 22.11.2022**

Present: Maor Persai, Irit Mor, Racheli Araba, Anna Abramowitz, Momi Cohen and Shimon Zelas

Apologized: Ron Granot

agenda:

1. Third quarter summaries, forecast for December 2022 and budget 2023

2. The request of the outside workers team to transfer members from outside work to the business committee

3. Requests for new businesses - Yossi Abadi

4. Nursery - a proposal and business plan of Smadar Agmon for the management of the plant nursery.

5. Information and General

1) **Third Quarter summaries for 2022, forecast for the end of 2022 and budget for 2023**

The Third quarter summaries were presented, a 12-month forecast for 2022 was given, as well as the plans and budgets for 2023 of each small business.

**Ceramics** (Ziv Ben Basat). Sales growth in 2022 mainly because Ziv is conducting 4 classes in studying ceramics. By the end of 2023 Ziv wants to be able to work full-time in her business.

**Reflexology** (Sima Arieli). Increase in sales and profit in 2022. The committee proposes she raise prices for customers gradually. It is necessary to bring in external customers.

**Construction management and supervision** - Rafi Baum. Increase in sales (by 48%) and profit in 2022. Rafi is considering expanding the business with additional personnel and a part-time secretary.

**Bakery - Haim.** Haim Nagar. Increase in sales and profit in 2022. Committee members suggested increasing sales to external customers by selling to Maytronics and the salaried employees.

**Cafe - Naomi.** Naomi Amit. Sales increased by 2% in 2022. The plans to increase the opening hours (and the corresponding income) of the cafe in 2022 did not materialize due to a lack of manpower. In the meantime, no solution to the problem has been found, therefore for 2023 an increase in sales was planned only from the middle of the year.

**Music - Eran.** Eran Shkolnik. This year's sales are much less than planned; The year 2022 will end in a loss. Eran performs in 3 bands including the Shablul band. (So-called because the branch is growing at a snail's pace? -Ed) Eran asked to increase his job to 3 days a week instead of 2 days - it was not approved. Eran received permission a year ago to open a music business, the condition for continuing after two years is that there is a profit. According to Eran, he feels that there is interest and an increase in income is expected soon.

2: **The request of the outside workers committee to transfer outside Workers to the business committee**

The outside workers' committee proposes to examine the transfer of outside workers who write invoices and do not receive a pay slip, to the care of the business committee. In our opinion, the method of payment to Yizrael, in a pay slip or an invoice, does not determine which committee will handle it.

Shimon's suggestion: Every member who wants to open a business should get approval for his plan (including a business plan) from the business committee. In addition, the transfer of outside workers to the Small Business Committee depends on two additional conditions:

a). The member sets the price for his service or product.

b). Payment to Yizrael is directly from the final customer.

**The committee approved Shimon's suggestion**

**3) Requests for new businesses: Attorney in Law**

Yossi Abadi is a pensioner. He received a law qualification and is interested in providing legal services outside the kibbutz. He has 6 years of experience as a public representative in a labor court. Yossi will work from home. The request was approved. We noted to check that there are no risks to the kibbutz

**4: Plant Nursery - Smadar Agmon's proposal and business plan for managing the nursery**

Smadar presented her plan for reopening the nursery. Shimon added the business plan. Smadar will continue to work two days a week at Maytronics.

According to the plan, small investments are needed - the renovation of the shack will be postponed for the time being. In addition to 3 working days of Smadar, there is a need for the reinforcement of several permanent pensioners (each for several hours). The intention is to open the nursery most of the day. The reopening of the nursery is scheduled for the 6.1.23.

The committee approved the proposal

**5: Information and General**

- We are preparing a advertising brochure to give to the salaried employees working on the kibbutz and in the factories, about the services they can receive from the small businesses, on Kibbutz Yizrael

- We recruited a landscape architect to plan the huts area

- The renovation of Moran's hut has been delayed – We Hope to start the renovation in the next month.

Summary: Shimon Zelas

**From the Preschool Yard**

With us, in the preschool system, pleasant and interesting days pass by us. Autumn is at its peak, warm days alongside cool and even rainy days, days that bring us excitement, renewal, discoveries of autumn on trips; Fallen leaves, puddles, puddles and much more.

Slowly the habits, the security, the trust begin to be established. It is very noticeable that the preschool children have already adapted and are free for experiences, for investigation, for learning. You can already see a lot of progress in each and every one of the children' houses. The children are already running confidently on the paths and around the kibbutz, happily meeting the passers-by.

The teams are also busy learning about issues that arise in the kindergartens. In the "hadracha" forum, which is primarily a learning forum, and in limited forums of the teams, learning takes place around various educational issues that arise, such as: work programs with children, and broader, systemic issues, such as: the issue of teamwork, of authority, setting boundaries, dealing with objections, dealing with anger, and more

At the same time, we entered the routine of enrichment classes; Movement with Daganit Bash - for all ages, library - with Shani Baor for the older kindergartens, music - with Stas for Ganon Rimon and preparation for first grade - with Ilana Shani

Tal Saroya, the occupational therapist, began the work of diagnosing and training.

Idit Tasif, the consultant and pedagogical instructor of the system for many years, is already in the middle of the consulting and training work in all the houses

For me, as a principal, it is important to get to know and reach all the children and ensure that no one is overlooked. I am also learning the children's names and getting to know them better. It will take time (more than 80 kids after all...) but I'm getting there.

Every day that passes I get to know more parents, more community members, officials, and also the different areas of the kibbutz.

The beginning of the year was characterized by many changes in the system - a new director, a new education cluster director, a new team at Gan Alon and other changes in the position of some educators in the system along with the entry of new educators.

Now, I believe that we are on the safe path to establishing the familiarity, trust and confidence of the parents and the community in the preschool system.

Wishing us a wonderful year ahead with lots of doing, exploring, learning and growing!

Yael Oster, director of preschool.

**Crawling Around the Hill - Yaniv Lipschitz**

**What will be…Only time will tell (Arik Einstein)**

**"מה יהיה, ימים יגידו..." (א. איינשטיין)**

Editor's note

Nine years since Arik Einstein passed away, and the line:

"My homeland, you are going to the dogs"

"ארצי-מולדתי, את הולכת פייפן"

has never been more relevant.

Arik knew how to bridge time, as they say. Now we must turn inward to our beloved home on the hill, because out there it's hell…God have mercy on us (or not)

I leave you with Arik's words: "It may be drizzling but it's not rain"

בברכת-מטפטף-אבל-זה-לא-גשם

Yaniv

**My Yizrael**? Congratulations to the 'Shibolim' group, who set out on their challenging journey as part of the Barmitzvah year. To parents and madrichim who have not yet experienced the above (important!) obstacle course, we can only say – "be strong" It won't last forever!

The column has learned that in light of the challenging patience threshold of adolescents these days, you will soon be receiving the following the task schedule:

9:00 : Visit to the clinic, to pick up a packet of Ritalin tablets

10:00: Visit to the factory and review the capital market and the state our stock. (It's not going to be cheap, This I can tell you)

- Selfie with the community management11:00

11:05 Light refreshment, including ingesting sugars. **A lot of sugars**!

11:20 Crash Course in social media and proper time management (Five classes plus online shaming)

12:30 Lunch and breaking up for Tik-Tok

**Hybrid and Nauseous -**I need not be embarrassed (well, maybe a little) because this time I took the trouble to attend **T**hemeeting (with a capital T) **…** Which in this case revolved around the future of the dining room. In light of the questions that have arisen, we must go ahead and say that yours truly did not come because he smelled blood (well, maybe a little), but rather out of a deep concern for the affairs of a kibbutz, etc. In the same breath, we will note that the event passed - surprisingly, I might add - without any notable incidents and/or insults, and that at the end, the crowd dispersed with a speed that would not embarrass the pelican who swoops down onto the rustic bread table at a standard kibbutz brunch. So much for my introduction.

**Now to the Subject itself…**Allow us to summarize the alternatives at hand:

Cooperative Dining\*

Creeping privatization\*

\*Dizzying privatization

If you still insist on a hybrid model, the column suggests other areas to which the aforementioned miracle can be applied

• **Hybrid laundry** - shared compartment for white and colored (you didn't bother to separate until today)

• **Hybrid relationships** - a little from here, a little from there. It will be interesting, that's for sure.

• **Hybrid vehicles** - and preferably even before we privatise the vehicle branch **as well!**

**…Neither Rest nor Sleep** - The column welcomes "A.", The new security officer in charge of the hill. It can be hoped that now the criminals of the area will have difficulty penetrating the reinforced concrete walls of the hill, at least with the same difficulty as the we locals have in understanding what is happening with the security branch in the kibbutz. From an informal – all be it somewhat brief - acquaintance with the new recruit, one gets the impression that he is a likable easy going sociable guy, which means that it is better that we start looking for a replacement already.

**"Hannukah, Hanukkah, such a beautiful holiday..."**

**Hanukkah holiday program**

**Saturday, 17.12.22** 17:00 – 18:00 Decoration of the dining room windows for the holiday

**Sunday, 18.12.22:**

17:00 Screening of the World Cup final in the Moadon

18:00 Delicious dinner in the dining room + creative corners + lighting the first candle of Hanukkah

**Monday,** **19.12.22**

18:00 "Magician School" comes to the dining room! Magic sessions and surprises + a show by the magician Yonatan Wolfgor

Lighting the 2nd candle in the dining room

**Tuesday, 20.12.22**

18:00 Latkas evening in the dining room, Commune ה"" presents: "Hannah Zelda". 3rd Candle lighting in the dining room

**Wednesday, 21.12.22**

17:30 Lecture in the library - "Bridges between Israel and Australia" with lecturer Jeff Toister

Lighting the 4th candle in the dining room

**Thursday, 22.12.22**

16:30 lantern tour at Kibbutz Gesher - suitable for all ages, estimated return at 20:00,

Participation is subject to pre-registration (to be announced later) Lighting 5th candle in the dining room

**Friday, 23.12.22**

19:00 Festive dinner - lighting the 6th candle, holiday songs, the traditional "Amen" dance, Sabba Hanukkah and more...

After the meal - "Schnitzel Borscht" game - in the moadon

**Saturday, 24.12.22**

11:00 "Following the light" - an interactive task game

Lighting the 7th candle in the dining room

20:00 Screening of the movie "Guardians of the Dead Sea" at the moadon, after the screening: a discussion with the director (there will be delicious soups)

**Sunday, 25.12.22**

The torch race - "Shibolim" Barmitzvah group, lighting the 8th candle in the dining room

**Monday, 26.12.22 16:30** Cleaning the dining room windows (The Highlight of the festival – Ed)

Hanukkah Committee: Eli Friedman, Gil Nachmias (SHINSHIN), Gili Witelson, David Beutler, Zohar Assaf, Tali Brauman, Yardan Naor,

Shai Sabir, Shelly Edelstein, Shaked Meirovich (SHINSHIN), Sarit Laviv, Tal Wolfson-Darom - Director of Culture

**English is Fun - with Rahel**

(in Melbourne**)**

Cliches and Other Words to the Wise:

WHY are the Elite called the UPPER CRUST?

In the Middle Ages, bread was dispensed, even at formal meals, by diners tearing off chunks from a big loaf. Heaven forbid that the bread of an aristocrat might be touched by the hands of a commoner. So, it became the custom to slice off the upper crust of the loaf and present it to royalty (or whoever was the most distinguished person at the table), both as a way of honouring the elite and keeping out the potential germs of the hoi polloi.

WHY is a spider’s handicraft called a cobweb?

Cob is a short word with disparate meanings. *Cob* can refer to any small lump (e.g. a piece of coal), a horse, a gull, a swan, and of course a corncob. But *cob* has nothing whatsoever to do with *cobwebs.*

In Old English, spiders were called *attercoppes,* literally “poison *head”.* Evidently the Anglo-Saxons believed that all spiders were poisonous. The word *copweb* appeared in Middle English to describe the net created by spiders, and over the years the spelling changed from *copweb* to *cobweb.* Try pronouncing *copweb* aloud and you will see the effort required to enunciate it properly. The English penchant for slurring words probably explains why *cobweb* has endured.

**WHY is a pedestrian violation called JAYWALKING?**

**When the colonists first came to America, blue jays abounded along the Eastern seaboard. As more and more immigrants settled, the jays retreated to the countryside, until eventually *jay* became synonymous with “hick” in the mid-eighteenth century.**

**Rural dwellers were often dumbfounded by the chaos of big-city traffic. They crossed in the middle of the street, crossed intersections on red lights after traffic signals were invented, and darted out on the street without looking for cross traffic. *Jaywalking* meant “hick walking”. Today we need an antonym for *jaywalking ,*a word to express the ruthlessly efficient kamikaze tactics of pedestrians exhibited by big-city urban dwellers.**

WHY does it *Rain Cats and Dogs?* The consensus view is that this phrase goes back to Norse legends, which contended that animals had specific magical powers. Cats were reputed to have the ability to conjure up storms (visual representations of storms show witches taking the form of cats), and dogs were symbolic of wind. To Scandinavians, then, *raining cats and dogs* meant a violent storm with wind and rain, pretty much what it means to us today.

………………more next week

**Enjoy your trip – Looking forward to seeing you on the paths, as the Younger Generation Committee would say - Ed**

**BEACON ON THE HILL – 4.12.22– 8.12.22**

**Every day** 8:30 – 12:00 Coffee, cake chats and board games

* 9:00 – 11:30 Ceramics - to complete work.

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| **SUN**  **4.12** | 7:00 Feldenkrais with Ilana Lahav by appointment  09:10 Zoom around the world – Galia  ***09:00 Pedicure - Helen*** |
| **Mon**  **5.12** | 9:00 Coffee, cake, chats, and games  8:30 Short walk with Zohar  9:30 Art Appreciation with Chas  8:30 Limor Mualem – pedicure (BAO)  16:00 – 18:00 Coffee, cakes, chats and games |
| **Tue**  **6.12** | 9:00 Board Games  10:00 Lecture on the couch – Haim Hefer with Zohar assaf  16:00 – 17:45 Ceramics with Miki Touz  **17:00 Exercise with Irit Bahir** |
| **Wed**  **7.12** | 9:00 Games  10:00 Blooming Nature with Hamutal  17:00 Advanced Tai Chi with Einan Grosser  16:00 – 17:45 Ceramics with Ziv Ben Bassat |
| **Thursday 8.12** | 9:00 Coffee, cake, chats, and games  9:00 – 12:00 Ceramics with Ziv Ben Bassat  9:30 Movie – Light between Oceans - with Galia (Romance/Drama)  7:00 Pedicure with Naama Baum  17:15 Exercise on chairs with Michal Shaanan |