



The Yizraelite – No. 2201 Date: 28.3.25

Kibbutz Yizrael

Edi-torial: This week there is an incredible amount of very important information in The Yizraelite.

The Community Management have called an urgent Asefa to discuss our part in the protest against the erosion of our democracy and the abandonment of our people in the Hamas tunnels. (Page 2)

We have published the entire new “Care” procedure which will soon be brought before the Asefa. (Page 5) Who knows when we will need it. A great deal of effort has gone into preparing it and we should know our rights. Thanks are due to Talia Arad and the Health Cluster team.

A proverbial “Bombshell” was dropped with the publication of Maytronics’s financial reports. (Page 14) It seems that we are going to have to get used to a drop in our standard of living.

H.R. are bringing their updated procedure to the Asefa this week. It contains unprecedented sanctions (including high fines) for members who do not fulfill their work obligations. (Page 19 and Kehilanet background material for the Asefa)) Not a moment too soon. If we are going to have to live off our earnings, we are all going to have to pull up our socks

All this and more. PLEASE MAKE AN EFFORT TO READ THIS IMPORTANT INFORMATION!

Reut's Editorial: More and more people associated with the centre-right are speaking out against what is happening in our parliament. It seems there isn't a specific action or a single way to respond, but one cannot keep silent. This is the time to decide what to do, and to act to go out and protest, to play our part in the struggle. When I was in Tel Aviv last week (March 18, 2025), I saw a sign that said: "Those who sit on the couch and watch the news should not complain about it later on." We have no other country. There is no other state. No other home for the Jewish people. If we do not safeguard it, if we do not stand up to protect its democratic character, this home will also cease to exist!

Urgent Asefa!!!!

Sunday, March 30, 2025,

20:30

Agenda:

Participation of Kibbutz Yizrael in protest actions:

Proposals for actions the kibbutz can undertake.

Participation of Kibbutz Yizrael in Protest Activities

Background: With the escalation of the political crisis, the return to fighting, the failure to bring back hostages, and the intensification of steps to promote the regime change, a call has emerged from various bodies, including the kibbutz movement and our members, to take a stand as a kibbutz and actively participate in protest actions. The kibbutz movement has reached out for volunteers to man protest shifts outside the Prime Minister's residence, to which many kibbutzim have already responded. In addition, the Secretary-General of the Kibbutz Movement, Lior Simcha, stated that the kibbutzim would join a general strike if one were to occur.

The Community Management has decided to convene an urgent asefa to make decisions regarding the nature of the kibbutz's participation in various protest measures. The asefa will take place on Sunday, March 30, 2025, at 20:30.

Attached is a list of proposed actions that the kibbutz can take, which we will discuss at the meeting. The list was compiled from suggestions by members, and additional proposals are welcome.

1. Establish a command centre to coordinate all activities and serve as a contact point for anyone who wants to take action.
2. Encourage the community and its workers (members and employees) to go out and demonstrate.
3. Support the activities of the families' headquarters—encouraging members to volunteer at the booth.
4. Staffing the Kibbutz Movement tent in Hostages Square (once every few weeks).
5. Staffing shifts in Jerusalem—every day a vehicle will leave with people for a shift outside the Prime Minister's residence, or alternatively, sending a full bus for one shift.
6. Sending a letter to Dani Atar calling for participation in the strike of municipal leaders.
7. Once a week, send a bus to a demonstration.
8. In the event of a general strike in the economy, which would also include the closure of schools and kindergartens—Kibbutz Yizrael will join the strike and suspend all community services (educational systems, service sectors) for a few hours or a full day.
9. Fundraising from all members to create a consolidated donation for the protest.

Submitted by: Limor Griman

(Another) Asefa

Monday, 31/3/25, 20:30

Agenda:

- 1. Election of two public representatives to the Holdings Board -
Candidates: Niv Edelstein, Nir Segal, Tamir Blass.**
- 2. Work Procedure - Proposal for Update**
- 3. Outside Workers Procedure - Proposal for Update**

Community Management Meeting Report - March 23, 2025

Participants: Erez Peleg, Talia Arad, Yifat Segal, Ishai Levi, Kinneret Govrin, Maor Persai, Tamir Blass, Shlomo Levi, Limor Griman.

A. Community Management Goals for 2025

Following two discussions held in January 2025, we revisited the topics we discussed and defined the objectives of the process, the responsible parties, and the timeline for implementation:

1. Subject: Food Branch.

- **Main Goal:** To cater for the needs of the diverse population of the kibbutz.
 - **Process Goals:**
 1. To create a culinary solution that caters to our wide range of needs.
 2. To reduce food waste.
 3. To ensure a fairer distribution of public resources.
 - **Responsible for Promoting the Goal:** Erez Peleg - Community Manager
 - **Completion Date:** September 30, 2025
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2. Subject: Examination of Personal Budget Structure

- **Main Goal:** Examination and updating of the personal budget structure and its items.
 - **Process Goals:**
 1. To improve the accessibility of the personal budget structure for members.
 2. To update the items.
 3. To reduce the number of items by 50% through the inclusion and expansion of categories.
 - **Responsible for Promoting the Goal:** Maor Persai - Financial Manager
 - **Completion Date:** June 30, 2025
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3. Subject: Challenges of Absorption for Summer 2026

- **Main Goal:** To prepare the members of Kibbutz Yizrael for the absorption process.
- **Process Goals:**
 1. To approve a demographic plan for the kibbutz for 2030.
 2. To engage the public, addressing objections and concerns before the absorption begins.
 3. To expose the public to the process that the Absorption Committee undertakes in screening and choosing candidates for absorption.

4. To develop and deepen the topic of “accompanying families” in preparation for finding families for the project.
- **Responsible for Promoting the Goal:** Ishai Levi - Ccoordinator of the Demography Cluster.
 - **Completion Date:** December 31, 2025

B. Care Procedure (Nohal Siud)

Following a previous discussion on the subject, where decisions were made on two topics - adapting the home for a foreign worker and the departure of a member from their home due to health/nursing considerations - the complete procedure was brought for approval by the Community Management. The proposed procedure follows this summary and will be presented for discussion and approval at the asefa at the beginning of April.

C. Plan of Action for Kibbutz Yizrael in the framework of the protest (Guest: Nitzan Rivlin-Feldman)

With the intensification of the political crisis, the renewal of the fighting in Gaza, the failure to return the hostages, and the escalation of measures to advance the judicial revolution, there is a call from various bodies and also from the members of the community to take a stand as a kibbutz and actively participate in protest actions. During the discussion, several ideas were raised regarding actions we can take and promote, but it is appropriate to hold a public discussion on this matter and receive a mandate to act in one way or another.

Decision: The Community Management will convene an emergency asefa to make decisions regarding the kibbutz's participation in the various protest actions.

Limor Griman

Care Procedure

Ratified in the Community Management meeting – 23.3.25

(To be discussed in the Asefa in April)

Care Assistance Procedures

The care assistance procedure is applicable to any member in need of care support at any age, in collaboration with the third-age team, health, and welfare services. The purpose of this procedure is to provide for the needs of members thus allowing them to maintain maximum function and independence, and to inform members, families, and professionals about the possible care and therapeutic responses available on Yizrael:

1. **Care Assistance for the Elderly:** Assistance will be provided after a meeting between the third-age team (and/or other representatives) and the family. During the meeting, a treatment plan will be decided upon, based on the needs assessed.
2. **Israeli Caregiver:** Receiving a caregiver will follow a determination of the member's eligibility with National Insurance – Bituach Leumi (whether through care benefits or special services benefits). The number of hours will be based on the members' eligibility level defined by the National Insurance. Discretion may be exercised to add individual hours after assessing the member's needs.
3. **Foreign Worker:** A person who requires broader assistance and has been recognised by National Insurance as eligible to employ a foreign worker will have a request submitted for a permit for a foreign worker. The kibbutz will only employ workers with valid legal visas. The worker's salary will be set uniformly across all employees.
4. **External Nursing Home:** In special cases where it is decided that there is no alternative, and in collaboration with the family, an external facility will be offered to the member.

Additional Services for the Elderly:

- **Gardening:** Eligibility from age 75 according to existing arrangements, up to 3 hours per month.
- **Cleaning:** Eligibility from age 70 according to existing arrangements, 2.5 hours every two weeks. A member receiving a permanent nursing caregiver is not eligible for this benefit.
- **"Supportive Community":** Provides additional support to the member including an emergency call button, smoke detector, ambulance service in emergencies, doctor service, and community helper for small repairs.

Nursing Care Levels

There are various levels of dependency, and accordingly, the care and therapeutic responses are structured:

- **Level A:** The member needs minimal assistance at home - assisted by a field caregiver and cleaning service.
- **Level B:** The member needs moderate assistance at home - assisted by a field caregiver, cleaning, and an Israeli caregiver. This level requires a claim to be submitted to National Insurance, which is done in cooperation with the family and the third-age coordinator.
- **Level C:** The member needs nursing assistance and supervision 24 hours a day by a foreign worker. If there is a deterioration in the health, a request must be submitted to National Insurance along with a request for a foreign worker permit, coordinated between the family and the third-age coordinator.

- **Level D:** When home care does not meet the needs, a decision on an alternative will be made after a meeting between the family and the third-age team, according to the family's wishes, professional discretion, and the kibbutz's capabilities.

Hospitalized Nursing Member

For a member who is hospitalised (if they do not have a foreign worker), the team will strive to arrange supervision at the kibbutz's expense, if such a need exists. Night-time supervision is the responsibility of the family. In exceptional cases, when a person has no relatives in Israel, the kibbutz will assist at its discretion. Prior to discharge from the hospital/rehab, a summary letter and recommendations from a social worker of the department/attending physician must be provided to prepare accordingly for the care at home.

Transition to an External Nursing Home

If home care does not meet the member's needs, the member is entitled to transition to a nursing home. **Family Nursing Home:** The kibbutz will finance the stay according to the price approved by the health system, provided that all rights with National Insurance have been used to their full potential. If the member chooses a more expensive place, the member and/or their family will cover the difference.

Nursing Home of the Ministry of Health: If the nursing home chosen is from the Ministry of Health, the same rules will apply provided that a "code" from the Ministry of Health has been received.

Employment of a Foreign Worker in the Home The entry of a foreign worker to care for the member represents a significant change in the lifestyle of the member and their family. Adapting to the new situation, the new language, and different habits takes time and requires patience. The assistance and supervision of the foreign worker greatly ease daily activities, but on the other hand, it creates a new situation within the family and affects the intimacy and privacy of both the individual in need and their family. In the first weeks of employment, close supervision of the worker by family members and the team is necessary. The foreign worker becomes part of the member's family; we expect the family to recognise events such as the worker's birthday, holidays, etc. Family members will serve as contacts for the worker and will be a point of reference for any personal issues. The team is here to support you during the acclimatisation process and wishes you success.

Responsibilities of the Family:

- Ensure a room with a bed, bedside table, wardrobe, linens, blankets, towels, etc. Also, ensure that the room is heated/cooled and properly maintained. Internet connection in the room is necessary. A television is optional.
- Clear the room of personal items before the arrival of the foreign worker. Henceforth, this is the worker's private room, and members guests should not be hosted there.

- Set expectations - the family must explain to the worker all the nursing needs, personal requirements, and necessary medical care (consultation with the clinic may be helpful).
- Allow the worker reasonable breaks during the day, tailored to the patient's schedule. During the night, the worker is entitled to eight hours of sleep.
- As part of the support for the worker, group meetings for workers, team-building days, Hebrew classes, etc., are held from time to time. The family must ensure supervision for the member if needed during these times when the caregiver is not in attendance.
- In addition to the team's supervision, you should be vigilant and monitor the quality of the worker's performance and care at home and report any incidents to the team, if any.
- It is advisable to conduct monthly checks on the member's budget expenditures, including phone calls and miscellaneous expenses.
- The family should assist the worker in scheduling medical appointments for them and ensure transportation to these appointments.
- The foreign worker is responsible for the cleanliness of the house and the ongoing management of the household, however; household tasks for family members or other residents are not included in the caregiver's duties.
- It is important to maintain appropriate behaviour towards the worker and avoid comments that may sound suggestive or degrading, as such remarks may be considered harassment.
- The worker is allowed to take food from the dining room or eat there.
- The family should ensure that there are sufficient food products at home to prepare basic meals. There is no need to buy special foods for the worker.

Responsibilities of the Health System and Elderly Care:

- Locating a foreign worker - handling the work permit, contacting a foreign worker agency, interviewing candidates (in cooperation with the family), obtaining health insurance, signing an employment contract, and salary arrangements.
- The field caregiver will accompany the worker and the family during the acclimatisation process, introducing the worker to the following topics: getting to know the clothing branch, kolbo, dining room, petty cash distribution, guidance on using the kalnoit, and introduction to the clinic staff.
- Issuing, renewing, and paying for licenses, visas, and various approvals required by law (except for the inter-visa required for leaving the country for a family holiday according to the contract).
- Arranging Hebrew lessons for workers if there is demand and providing welfare / social activities from time to time.
- Monitoring the quality of work of the foreign worker.
- Salary payment.

Holidays and Replacements for the Foreign Worker:

- A foreign worker is entitled to one day of rest per week (25 hours). The health system recognises the importance of a “day off” for the caregiver and encourages taking vacations. A worker who does not take a day of rest is entitled to additional payment for that day.
 - The foreign worker must coordinate any outings (vacation, health, etc.) in advance with the family and field caregiver.
 - When the worker takes a day off (25 hours), the family will ensure finding a replacement foreign worker and paying their salary up to a ceiling rate set by the health system (the member will receive a budget reimbursement for this expense).
 - The elderly care team can assist in finding a replacement caregiver.
 - The family must provide the team with the replacement's details and a copy of their passport before starting work for insurance purposes. A worker without health insurance will not be allowed to work on Yizrael.
 - If the patient is not fully dependent, the family will be asked to assist in taking part in the replacement if needed.
 - The family must ensure to explain to the replacement caregiver the nursing needs and medical care of the patient; we encourage family members to be present on days when a replacement worker is present.
 - If the worker is out for a few hours – replacement is the family's responsibility.
 - Going on a home vacation – must be coordinated in advance with the elderly care team and the family. The family needs to arrange for a replacement foreign worker with the team's assistance.
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- **Work of a Foreign Worker During Member's Hospitalisation:**
 - - The responsibility for accompanying the member during hospitalisation, regarding medical issues, remains with the family.
 - - The foreign worker will accompany the member in the hospital according to the family's convenience for up to 8 hours a day only (either during the day or at night). No additional hours of accompaniment will be provided by the healthcare system.
 - - It is the family's responsibility to arrange for the transportation of the foreign worker to and from the hospital and to attend to their needs during the stay in the hospital.
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- **Payments Associated with Employing a Foreign Worker:**
 - The healthcare system is responsible for administration and handles the following payments:

- - Ministry of Population and Immigration: Application for a permit to employ a new foreign worker or extension of employment - 10 NIS every 4 years.
- - Interior Ministry: 185 NIS per year for renewing the work visa for the foreign worker.
- - Placement fee: 840 NIS per agency per year.
- - Agency fee: 2000 NIS per agency for placing a new worker.
- - Health insurance: Approximately 3,200 NIS per year.
- - Health insurance for a replacement during the foreign worker's home leave: Approximately 3.5 USD per day.
- - Salary:
 - - Basic salary of a foreign worker in Israel: 6,050 NIS.
 - - Shabbatot: For every Shabbat that the worker stays to work, they are entitled to an additional payment of 410 NIS.
 - - Additional payments - holidays, recuperation days, vacation days, sick days, according to the law.
 - - Holiday gift: The foreign worker receives a gift from the kibbutz twice a year.
- Adjusting Housing for Care Needs:
 - Permanent homes in Israel shall be built according to accessibility criteria: ground floor with the possibility of entrance without stairs, accessible openings, shower, toilet, and bedroom on the ground floor, at least three bedrooms or the option to close an additional space with drywall if necessary.
 - However, not all members' homes were built according to these criteria, so there may be a need to adjust the homes to the changing needs of the member.
 - When new needs arise, an initial meeting of the senior citizens' team with the family will be held, and if necessary, professionals from the team will be invited. In this meeting, a plan will be agreed upon, which will be forwarded to the construction manager or the building branch coordinator for a quote and then for approval by the Health Cluster.
 - When minor adjustments are required, such as various accessories, grab bars, railings, ramps, etc., these will be at the expense of the kibbutz.
 - Any adjustments requested directly by family members from the building branch that have not received team approval will be at the member's expense.
 - For homes with significant accessibility issues (such as stairs at the entrance to the house):
 - A member in a nursing care condition living in an apartment with accessibility issues requiring extensive adjustments - in such cases, the kibbutz will check the possibility of moving to a suitable and accessible apartment. If the kibbutz offers another apartment that fits the member's current needs and the member refuses to move, the necessary adjustments resulting from staying in their apartment will be at the member's expense.

- **Renovating the Home When a Foreign Worker Begins to Work:**
- When a foreign worker enters the home, the family must ensure a private room for them within the house, according to state laws and regulations.
- 1. When there is an additional room in the house - it can serve as the room for the foreign worker.
- 2. An "additional room" in the house is any room or space existing in the house, even if in use. For example: library, protected room, playroom, office, large space/living room that can be closed off.
- 3. Closing a space to turn it into a room for the worker will be at the family's expense.
- 4. No approvals will be granted for adding a room outside the existing walls of the house.
- 5. Equipping the room for the foreign worker (e.g., air conditioning, interior furniture, electrical additions, and communication points) will be funded by the family.
- 6. In exceptional cases, the senior citizens' team may recommend to the healthcare system to veer slightly differently from this procedure, but in no case, will there be permission to approve construction outside the house lines. In such cases, the specifications for the adjustment will be prepared by the building branch and not by the family.
- 7. Any renovation must receive approval from the team, supervision of the building branch, and approval of price quotes by the health and welfare manager before work begins.

- **Member Leaving Their Apartment for an Extended Period Due to Health/Nursing Condition:**
- As a rule, a member ages at home. In special cases when the family requests it, or when the health condition requires it, the member will be referred to an external framework. In this situation, two changes will occur in two areas:
- **Budget Adjustment:**
- A member who leaves their apartment for an extended period, exceeding 3 months, due to a health/nursing condition - their budget will be reduced according to the new situation as follows:
- 1. Adjustment of budget for electricity, water, and communication for the number of people living in the house (starting from the fourth month from the hospitalisation date).
- 2. Their budget will be 50% of a member's budget (starting from the fourth month from the hospitalisation date).
- All other rights of the member remain unchanged.
- **Member's Apartment:**

- 1. When a single member in an apartment leaves the house due to a health/nursing condition - the apartment will remain available to them for up to a year from the date they leave. If after 9 months from the date of leaving the apartment there is no expectation of a change in their condition that would allow them to return to their home, family members will be asked to vacate the apartment within 3 months and return it to the kibbutz.
- This section will also apply in cases where a resident partner lives in the apartment.
- 2. The member's family will be given the option to store their belongings for a year, in a location offered by the kibbutz management.
- 3. If, in the future, the kibbutz decides on private ownership of apartments, rights of the member and/or their heirs at the time of apartment allocation will not be jeopardised, subject to decisions to be made on the matter by the kibbutz institutions.
- 4. It is the secretary's (Mazkira) responsibility to arrange the process of transferring the apartment to the kibbutz's authority.

Summary of Economic Council Meeting – 24.3.25

Attendees: 27 Council Members

Election of Maytronics Chairperson

- Idan Zelas, Manager of Yizrael Holdings, presented the process of selecting a chairperson for Maytronics conducted by a team from Yizrael Holdings Management over the past months. The team included Idan Zelas, Arik Shore (Chairman of Holdings), Jeremy Perling, and Ariel Dolinko.
- The team defined the job requirements: experience as chairman of large companies, kibbutz companies, and public companies, experience in leading a turnaround and emerging from crises, prominent leadership skills, familiarity with Maytronics operational fields - industry, technology, international markets, and consumer product market, as well as experience in leading vision and strategy in a large company.
- The team met and reviewed several candidates:
 1. Ofer Shachar - former CEO of Maytronics
 2. Ido Rodoy - Chairman of Palram, with experience in public companies owned by a kibbutz but less in technology and consumer products.
 3. Dubi Ofer - experienced in public companies owned by a kibbutz, with relevant market experience.
 4. Dan Laloz - external director at Maytronics for nine years, significant director, capital market and real estate expert, but with little experience as chairman in the industrial world.

5. Ami Bam - the leading candidate who withdrew due to unavailability.
- The team then focused on two candidates: Dubi Ofer and Dan Laloz - checks were conducted regarding both through various sources who had worked with them.
 - Additionally, both candidates met with the three current external directors at Maytronics, all of whom stated that both candidates were worthy but recommended Dubi Ofer.
 - Ultimately, the search team recommended Dubi Ofer. Last week, a meeting of the Yizrael Holdings Management approved the proposal, which is now presented for approval by the Economic Council, the general assembly of Yizrael Holdings.
 - Subsequently, a meeting of the Maytronics Board will take place, where Dubi will be elected to the board, and as a candidate for chairperson, with the decision to be published in the media. He will assume his role as director on April 1, 2025. Afterward, the Maytronics assembly will need to approve him as chairperson before he officially takes the position.
 - Dubi Ofer was invited to introduce himself:
 Currently serves as chairman of four companies, two of which are owned by kibbutzim - one of them being Be'eri Industries. Previously served for several years as chairman of companies from Kibbutz Hazorea and Kibbutz Hanita. Before that, he was CEO of Lumenis, Israel's largest medical equipment company with sales of around \$250 million, which he entered during a severe crisis and managed to lead back to profitability.
 He noted that he has seen Maytronics at several international pool market exhibitions and observed that the Maytronics market is under massive attack, facing a significant challenge with one core product.
 The challenge of leading Maytronics, as Dubi sees it, consists of two parts: examining the strategic plan for exiting the crisis and assessing whether the current management can implement the plan.
 He understands the urgency for corrective action, emphasising the need to act quickly but not over hastily. He has many thoughts on the matter but refrains from making unsubstantiated statements at this stage.
 - In response to whether he has experience in e-commerce sales, he noted he does not specialise in that area, but he is not sure that it is the solution to the problems; it could be part of the approach but is not the main focus, as the primary concern is not how to sell but what to sell and whether the product offering is sufficient.
 - Dubi was asked about the difficult atmosphere currently within the company, to which he replied that a tough atmosphere in a company facing a crisis is natural and understandable. He faced a similar situation when he took over

Lumenis. The solution is to create a situation where employees believe in both the strategic plan and the leadership that will guide it.

- After Dubi Ofer's presentation, an open discussion ensued with various comments:
 1. Arik Shore, Chairman of Ylzael Holdings, stated that he did not know Dubi before but has great faith in him. He spoke with two people who worked with Dubi, one from 4-5 years ago who was his chairman at Lumenis, and one current who is the owner/chairman of Fortissimo. The situation at Maytronics is challenging, and Dubi has great ambition to tackle these challenges with full force. There is also a recognisable value-based connection, as the company is owned by a kibbutz rather than a **venture capital organisation**.
Regarding his availability, since he is leaving his position at Magen Industries, he will have more time and will serve with us at 40% capacity.
 2. Ariel Dolinko, search team member, highlighted three key traits of Dubi:
 1. Resilience - evident from his performance as chairman of Be'eri Industries after October 7.
 2. Openness - Dubi spoke about his failures and the self-review he conducted following each failure.
 3. Sharpness and relevance.

At the end of the discussion, **a vote was held:** The Economic Council approved Dubi Ofer's candidacy for chairman of Maytronics with 27 in favour and no opposition.

Reported by: Idan Zelas

Maytronics Financial Reports for 2024

On Tuesday, March 25, the Maytronics Board of Directors convened and approved the company's reports for 2024. Unfortunately, the financial reports for Maytronics in 2024 are disappointing.

The revenues for 2024 totaled 1.626 billion shekels, a drop of approximately 14% compared to 2023. The operating profit amounted to 37 million shekels, a drop of about 85% compared to 258 million shekels in 2023.

The bottom line is, 2024 ends with a net loss of 29.5 million shekels, compared to a net profit of 163 million shekels in 2023. A positive note in the report is that the cash flow for the year was positive, totaling around 129 million shekels. The company will not pay a dividend to the owners, including the Kibbutz, following the annual report, as it has done in recent years.

There is no doubt that 2024 was a very challenging year for Maytronics. Significant changes are occurring in the robotics market with the massive entry of new competitors. The company is working diligently to reduce costs, improve competitiveness, and return to profitability in 2025.

At this stage, the outlook for the first quarter of 2025 is also not positive.

The Maytronics Board of Directors approved the appointment of Dubi Ofer as the company's chairman. Dubi has extensive experience in Israeli industry and global markets, having served as CEO of several companies, including Lumenis from 2007 to 2012.

Dubi has also served as chairman of several companies, including kibbutz companies (Be'eri Industries, Plastofil Hazorea, Magen Eco Energy, Kotlev Hanita) and several large public companies, some of which are larger than Maytronics. Dubi has successfully led turnarounds in several companies (both as CEO and chairman), and I believe in his ability to lead a turnaround at Maytronics as well.

I would like to take this opportunity to thank Ron Cohen for serving as chairman of Maytronics over the past year, a very challenging role during the hardest period the company has faced in recent years.

The Ylzael Holdings Board will convene on April 8 to discuss the results of Maytronics and the other companies in the portfolio for 2024. During April and May, I will focus on understanding the implications and consequences for the Holding corporation and the kibbutz, and I will report to the Holdings Board, the Economic Council, and the Executive Committee.

For any questions regarding the Maytronics Financial reports, please do not hesitate to reach out to me.

Submitted by: Idan Zelas

Asefa Summary - March 24, 2025

Participants: 37 kibbutz members.

Asefa Chairperson: Shlomo Cohen

Asefa Secretary: Uri Gilad

Agenda:

1. **Committee Appointments:** Hedva Sharabani, coordinator of the Appointments Committee, spoke about the importance of participation in

committees within the kibbutz and thanked everyone who joins a committee, investing their time and skills, which is not taken for granted. Hedva, on behalf of the committee, invites all members to think about how they can contribute and join various committees. Any help is welcome, and the involvement of as many members as possible makes our kibbutz better. The list of members joining or continuing in various committees was presented:

- **Absorption Committee:** Continuing members: Naomi Shechter, Aviva Beutler, Nitzan Rivlin-Feldman, Sigal Hadar, Tzach Sassi
New member: Danit Kirshberg
- **Young Generation Committee:** New member: Sivan Dashevski (joined as an observer during her absorption period)
- **Management of Services and Assets (MSA):** New public representative: Ilan Sadur
- **Finance Committee:** New public representatives: Anna Abramovich and Tzach Sassi
- **Bereavement Committee:** New members: Itai Nagar and Rotem Hallel

The asefa approved all members for the committees without objections.

Hedva then updated on the new members sitting in committees as observers:

- David Serrano – Security Committee
- Dekel Serrano – Environmental Quality Committee
- Hadar Lavi – Bereavement Committee
- Tamir Lavi – Vehicle Committee
- Gal Witelson – Education Council
- Yonatan Witelson – Planning Committee
- Ben Broadhurst, Yarin Rosilio – Young Generation Committee

2. **Community Management Proposal for Handling Personal Budget Deviations:**

Limor Grimán, the kibbutz secretary, presented the Community Management proposal for handling cases of personal budget deviations. Limor noted that most members manage well without difficulty, but there are situations where members fall into debt. The management aims to help them avoid this or not deepen the problem. For this, tools are needed.

Limor explained the differences between the Mazkirut's decision from 2009 and the current proposal.

Questions were raised regarding the state of the members debts and how we reached this situation despite existing regulations.

Questions were also asked about proposals within the procedure itself and how to help those members get out of their situations and avoid falling back into them.

An additional comment was made by Jeremy regarding the need to establish a repayment arrangement if a member requests a year off.

The management accepted the proposal from Irit Shemesh to add Jeremy's idea and committed to hold a follow-up discussion in about six months. At the end, a vote was held on the Community Management proposal in the community platform.

Voting results:

In favour – 31

Against – 15

Abstentions – 4

The new procedure will take effect within a week of publishing this summary. It can be reviewed in the community platform, Kehilanet > Regulations and Procedures folder > Personal Budgets.

Reported by: Limor Griman

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Message to Reservists



Dear Reservists,

It is important for us to know when you are called to reserve duty. When you receive your reserve orders, please update Danit Kirshberg in the mazkirut.

Go safely and return safely!

We are proud of your contribution to the country.

Message from: Limor Griman

Summary of the Education Council Meeting

Date: March 18, 2025

Participants: Limor Griman, Noga Harpaz, Avishag Sharoni, Gal Witelson, Ori Ayalon, Yael Oster, Adi Ilan Goldstein, Nir Baor, Ofri Ziv, Sarit Laviv.

Guests: Daniel Hyams-Assaf, Nitzan Brakin (Coordinator at Tlaton Tavor), Assi Mor.

Agenda:

1. Limor welcomed Ofri in her new role as Director of Social Education. Ofri is currently in transition with Adi and will take over the leadership in April.

2. **Children's Club Activities on Fridays During Summer Vacation**

Background: About a year ago, during budget discussions and the need to

reduce costs, a decision was made to close activities on Fridays during vacations. Following last year's experience, Adi Goldstein Ilan approached the Education Council with a request to continue this format only during the summer vacation for the following reasons:

- a. Fridays during the school year are very important as they provide time for meaningful activities. Conversely, during the summer, the weekly schedule is very busy, and children often need a break and choose not to attend the "Tlaton" on Fridays.
- b. When the system operates five days a week, the entire staff can be present every day, eliminating the need for additional staff on any staff member's day off.
- c. Research in other kibbutzim shows that 69 kibbutzim do not operate on Fridays, 4 operate intermittently, and 6 operate every Friday. Many other kibbutzim are also examining this issue.
- d. In practice, this involves only 4 Fridays when the Tlatonim were supposed to be open, as some Thursdays have night activities, leading to Friday closures.

Nitzan Barkin, leader of Tlaton Tavor, presented the issue from her perspective: Working from Sunday to Thursday preserves continuity of activities and consistent presence of instructors, allowing them to devote their full energy during the week and create more diverse and rich activities.

Discussion Points:

- Noted differences in the age of children between the two Tlatonim; younger children need more support on Fridays compared to older ones.
- Parents need a framework on Fridays to participate in community activities—teams and committees that can be scheduled for Fridays.
- The necessity of a safe environment for children to prevent screen time or wandering, especially since many parents need this time for Shabbat preparations, free time, etc.
- The decision supports staff retention and their well-being. Looking at the long-term challenges kibbutzim face in maintaining social education systems due to recruitment difficulties, this decision will be beneficial.
- Some families (a few) have both parents working on Fridays and will face challenges.
- Proposal for all staff from both Tlatonim to work in rotation on Fridays at the younger Tlaton in order keep it open.
- This is an opportunity for families to spend time together, and sometimes Fridays hinder family plans, making travel difficult.

At the end of the discussion, a vote was held—7 members in favour of the proposal, 1 against.

Decision: The children's activities will operate on Fridays during the school year but will not operate during the summer vacation.

3. Proposal for a Community Discussion Process on Housing in the Chevra Bogeret.

Following the previous discussion, a small steering committee met—Adi Goldstein Ilan, Nir Baor, Ori Ayalon—and proposed a process:

Following a discussion, the process was approved and will commence soon.

Summarised by: Sarit Laviv

H.R. Management Meeting Summary – 23.3.25

Participants: Irit Shemesh, Peter Pezaro, Shlomo Cohen, Erez Peleg, Limor Griman, Eddie Solow, Rochele Matalon, Navot Assaf, Kinneret Govrin.

1. Work Procedure

The H.R. Management regularly reviews its decisions, and after two years of implementing the current work procedure, the need for adjustments and clarifications has emerged in several areas: non-compliance with work obligations, vacation days, and maternity leave.

Regarding non-compliance with work obligations, based on management conclusions from the past two years and to ensure that all members maintain full-time positions for optimal earnings, it is proposed to raise the compliance minimum threshold for full-time work from 70% to 85%. Additionally, a full-time position at 85% does not allow for working four days a week in accordance with work obligations. It is also deemed necessary to update the financial penalty, which has been minimal and has not encouraged some members to improve their work effort. Furthermore, when there is no work bonus, there is no penalty at all.

Proposal: Members who finish the year with a deficit in workdays, calculated on a gross employment basis (which includes all hours such as sick leave, vacation, and other approved absences), will be subject to the following sanctions:

1. For each missing workday, the value of a minimum wage workday (currently 271.39 NIS) will be deducted from their budget.
2. A calculation of the work capacity based on gross work hours will be done, and the relative portion according to the missing work percentage will be deducted from the work bonus of that year.
3. In addition to the deduction of the workday value as per item 1, an average annual standard will be checked. If a member's work standard is less than

85%, their work bonus and profit bonus for that year will be deducted according to the percentage of missing work, and they will not receive a seniority year (Vetek) for that year. All members must fulfill a 100% work standard, and within that standard, they can take vacation and sick days at the employer's expense, whether in the kibbutz or external work. We emphasise that even if a member fills a standard of less than 85% and compensates with vacation and sick days, this clause still applies.

4. A member who does not fulfill their work obligation according to these clauses may not pursue studies in the following two years.
5. A member who changes status mid-year will have their annual calculation based on the months they worked. For example, a member who worked from January to March, was on maternity leave from April to September, and returned to work from October to December will have their compliance calculation based only on the working months.
6. A member who has exhausted their vacation days or has used more than 48 vacation days in a year will not be able to use additional days that year to compensate for missing workdays and will face sanctions accordingly. The following year, the deficit will reset, and the member will start with either 16 or 24 vacation days based on seniority.

Regarding vacation days, it was proposed to create two tiers based on seniority: those with over 10 years in the kibbutz will continue to receive 24 vacation days per year, while those with less than 10 years will start with an annual quota of 16 days. For maternity leave, the proposal is to clarify the decisions such that a six-month maternity leave requires the use of more than 48 vacation days per year (the maximum allowable), allowing for the full maternity leave period (up to six months).

Discussion:

- There is indeed a need to clarify the non-compliance section, but a maximum penalty amount should be set to keep it proportionate to members' allowances.
- It is evident that when there is a negligible penalty amount, some members lack motivation to improve the situation.
- Members who have not complied with work obligations for two consecutive years should be referred to the Management Committee.
- It is uncertain whether all members are aware of their work expectations; this issue will be addressed by H.R.
- Members should be granted vacation days according to the law. Only senior employees receive 24 vacation days per year.
- Vacation days should be allocated equally among all members, regardless of seniority.

- It is not appropriate to allow the transfer of vacation days between spouses except in maternity leave cases, as in other situations each member stands alone regarding work obligations.
- Vacation and sick days should be allocated automatically. If a member does not fulfill a full-time position, they will not receive the maximum quota of vacation and sick days.

Decision: The H.R. management supports changes in the sections on non-compliance with work obligations and maternity leave. Regarding vacation days, it was decided not to make changes (at this time – Ed). The proposed work procedure will be published in the community network and presented at the Asefa.

2. Status of Members' Work and Job Standards in the Community and Businesses

Once per quarter, H.R. management members receive an overview of the status of members' work:

- 6 members transitioned from part-time to full-time jobs. 16 members joined the outside workers sector and found outside jobs compared to 4 who left their jobs (one of whom moved to the start-up committee).
- 3 members recently got salary raises.
- There remains a small group (about 10 members) who are not employed full-time or are unemployed. This situation is being dealt with.
- Job standards (Teken) in community and business branches were presented—there have been significant reductions in personnel across most sectors, and sector managers are cooperating and understanding the urgency.
- However, the situation is complex and requires out-of-the-box thinking, as well as more intensive work.
- This is an opportunity to express appreciation to community and business sector managers and all members who have increased their work capacity and salaries!!! It is evident that there is increased motivation among most members.

Discussion:

- There should be an examination of positions currently filled by retirees and budgetary preparation for the possibility of increased personnel costs if they are not filled by retirees in the future.
- It appears that H.R. is making progress through the work being done in the field of earnings, and it is important to continue this work.

Summary: Kinneret Govrin

2024 in Start-ups and Small Businesses – Vicky Hollander

Key Activities from the Past Year

- In 2024, there were 23 start-ups in the kibbutz, with no new start-ups added during the year. Of all the start-ups (note: this document refers to “start-ups” and small businesses, abbreviated as " start-ups " for brevity), 18 are managed by women and 6 by retirees.
- At the end of 2024, it was agreed that Dana Baum (social worker), Leah Cohen (movement therapy), and Alina Axlerod (psychological therapy) would return to be under the auspices of the outside workers management.
- Moran Rakir (bakery) returned to work at the bakery in the renovated hut in June 2024.
- As of January 1, 2024, the wages paid by the start-ups to the community were increased.
- Each start-up is accompanied by a member of the initiatives management who meets with them at least once every three months.
- The start-ups management met 5 times in 2024.

Summary of Financial Results

- The total revenue of all initiatives in 2024 reached 3.25 million NIS, which is 10% more than last year.
- The net profit this year was 621,000 NIS, a 37% increase from the previous year, despite the “wage” increase.
- The contribution to the community (including net profit, wages, and rent) reached 2.2 million NIS this year, a 38% increase from last year.

Summary of Revenue and Community Contribution

- **Total Revenue Summary:** In nine initiatives, incomes in 2024 were at least 10% above their previous year's revenues, in seven start-ups the revenues were similar to the previous year, and in four initiatives the revenues decreased.
- **Contribution to the Community:** (Salary and rent) In ten start-ups, the community contribution increased by more than 10%, in seven start-ups the contribution was similar to the previous year, and in three start-ups the community contribution decreased compared to last year.
- **Outstanding start-ups:** Special mention goes to the start-ups with the highest profits:
 - Bakery: Haim and Itai Nagar along with Fay Drezner, Mavis Kaplan, Michal Sha'anun, Rachel Baruch.
 - Naomis: Naomi Amit along with Aviva Beutler, Margalit Levi, Orit Sloman, Jenny Zelas, Ilana Peleg, Barry Feldman.
 - Language Center: Philippa Segal along with Jo Feldman, Nir Segal.

- Construction Management and Supervision: Rafi Baum.
- Emotional Treatments - Children: Shulamit Vitelson.

Employment

- The average wage for all initiatives in 2024 was 60 NIS per hour compared to 49 NIS in 2023. Each start-up’s wage is determined based on the profession and experience of the individual.
- Five start-up managers work part-time in their start-ups, and six start-up managers are retirees. Additionally, there are another 12 retirees working part-time in various start-ups. (What would they do without us? – Ed)
- In total, there were 13.5 positions in the initiatives in 2024, not including retirees.

Plan for 2025:

- The plan for 2025 is for the revenues and net profits of all initiatives together (20 initiatives compared to 23 last year) to remain similar to those of 2024.
- Throughout the year, we will update the initiatives procedure to refine and adjust it to the changes that have occurred in recent years

List of active initiatives:

- Philippa Segal - Language Center
- Smadar Agmon -Plant Nursery
- Sima Arieli - Reflexology
- Stella Greenberg - Sewing
- Rafi Baum - Construction Management and Supervision
- Naomi Amit - Café
- Moran Rakir - Bakery
- Musli - Ceramics
- Shlomit Fink - Body and Soul
- Shachaf Sassi - Tattoos
- Shulamit Vitelson - Emotional Treatments - Children
- Rotem Hillel - Treatments
- Ron Granot - Jewellery Studio
- Adva Lifshitz - Video Editing
- Alita Grosser – Physiotherapy
- Ziv Hayun - Ceramics
- Chaim Nagar - Bakery
- Yana Reuven - Cosmetics
- Yossi Abadi - Lawyer
- Tamar Sanker – Treatments

Update from the Gardening Branch (Noi) 3/25



March has been and continues to be a very confusing month. There have been cold spells, rain, but also heat waves reminding us where we live. As is typical for a transitional season, we are experiencing a bit of everything, though it's unfortunate that winter seems to have ended early and without much precipitation.

Following the approval of the 2025 budget, the Noi has had to reduce its workforce. This means that there will be an impact on our ability to provide services.

The year 2025 is also expected to be a callup year. Unless there are extraordinary changes, noi workers will serve in reserves for about five months. This is an important mission, and we won't give up on it!

Nonetheless, we will continue to do our best to provide the maximum service.

Last month, we began using our new mini loader from Norcar. Its main work has been with a chain mower, which connects to the mini loader and has four rotating iron chains that cut vegetation. Using the mower has significantly reduced the worktime. While the appearance may sometimes be less attractive than mowing, the time saved enables the team to get more done. We will continue to learn about the tool and its capabilities and improve our usage. Overall, the mini loader has proven to be a successful purchase, exceeding our expectations, and there is much more we plan to do with it.

Summer is approaching, and with it comes the time to water the gardens. In public areas, we will try to delay opening the water until the plants show a need for it. From the plants' perspective, a lack of watering will encourage deeper root growth. From a budget standpoint, we will save a few shekels. This year, we will start working with a quantity-based irrigation system rather than time-based, which should reduce the amount of water we use.

Anyone interested in opening irrigation in their garden is welcome to contact us, and we will help as needed.

In February, we pruned young trees, a project that has been successfully completed. We will continue to care for the trees according to the survey conducted at the end of 2024 to the best of our ability.

This month, I (Shachar) completed a course on risk management and assessment for trees, which gives me the tools to conduct safety surveys at a high level. This means

that when a pruner or inspector comes to work on the trees, we can guide them toward more effective and correct treatments.

Due to recent winds, a very large branch fell from a carob tree beneath the Shikun Sadot housing area, which is very unfortunate and surprising. No suspicious signs were seen beforehand, but after the collapse, clear signs of rot and fungi were evident. We treated it and significantly reduced the weight in hopes that the tree can recover and stay with us for many years to come. We will continue to monitor and care for it.

In February, Einan completed a plant protection course in ornamental horticulture. This course provides tools for pest management in landscaping, focusing mainly on what can be done beyond using toxic materials. The course was very instructive, and I am confident we can learn a lot from it and advance the green ideology we believe in.

We have installed new signs at the trash stations. Please try to dispose of trash in the designated places. If you have questions, feel free to contact me or one of the noi workers, and we'll be happy to help.

In conclusion, two projects are soon to be implemented: relocating trees from the western parking lot of Shikun Hod (for the purpose of adding parking places), and a project to unify irrigation systems to be carried out in Shikun Tzameret Tachton. More details on these projects next time. You can contact me for any requests, questions, or complaints.

Hoping for the safe return of all the hostages!

On behalf of the horticulture sector,
Shachar Levy, Sector Manager

About the Tour in the Western Negev – Lior Keret

On Friday morning, we set out for a tour in the Western Negev, following the events of October 7th. The tour began with a lookout point from the city of Sderot, from where we were supposed to observe the centre and north of the Gaza Strip. Despite all the participants showing great determination and climbing the hill in heavy rain and strong winds, after just a few minutes we gave up and returned to the bus. From the lookout point, we travelled to the powerful and impressive memorial built on the ruins of the Sderot police station. From there, we headed to the sad and emotional memorial site established at the entrance to the moshav of T'kuma, where about 1,560 burned, shot, and damaged vehicles were brought. Some of the vehicles are displayed, and by scanning the barcode, one can read the stories of some of the heroes from that day.

Afterward, we travelled to Kibbutz Be'eri, where we met the Weiss family (daughters of Tal Darom's cousin), whose mother and younger sister were kidnapped separately and returned in the first exchange. The body of the family's father is still in the hands of Hamas. They opened their hearts to us and showed us their parents' burned home. Listening to them, seeing the house and the two neighbourhoods that were destroyed, evoked deep pain, immense anger, and a feeling of being unable to breathe.

From there, we went to the memorial site at Re'im, where the Nova party took place. The brief ceremony we held at the Nova site, despite the great pain, stirred in me a sense of pride in who we are as people and as a community. The atmosphere is very heavy at the Nova site, seeing the memorial columns for each of the many victims. After reading and delving into the moving texts written by the families, which I read for the third time, I chose to focus this time on the stories of heroism of those who saved others and risked their lives for the sanctity of life time and again. Thousands were saved from the brutal massacre that took place there thanks to ingenuity, boundless courage, and the unique human spirit of the people of Israel.

Another insight is that many of the fallen lived life to the fullest—they travelled, enjoyed, danced, studied what they loved, and engaged in what filled them with positive energy that fosters giving and heartfelt actions. This is an important message for us, for our children, and for Israeli society as a whole—be positive with yourselves, illuminate the good in others, love life, give of yourselves—love, act courageously, and take true responsibility for your actions so that we can all live in a better world. A huge thank you to everyone who worked hard to create such a meaningful and profound tour. Am Yisrael Chai!!!

Written by: Lior Keret.

Segal Neveh Chayal Shaveh

Tomorrow morning, the four of us will get in the car and drive....

It will be a quiet ride, full of pride and saturated with fear, because everything that can be said, we have been feeding you for the last three years, or since you were born. We have tried over the years to be your personal example, to guide you, to allow you to be the guide, to be the leader, to let you experience what is around you, to feel from your head, to think from your heart and to internalise that you are never alone. You have proven to us over the years that you are balanced, calm and always choose to be on the right side of things and society and in places that you identified as a flag, you knew how to invest time, show courage, instill confidence in those around you and be involved in the moves.

Sitting with you in the car is your private quartet, brother, mother, father, another father, grandparents and all of them are yours. We are proud, we have been watching

from the sidelines for a long time and see how you grow, mature, become strong and, above all, know how to make the right choices at crossroads. But in our hearts, we all know that in a few minutes we will lose our grip, our ground will become unstable, and you will cross an invisible door with a sword and turn us all into a family of combat soldiers. Yes, my dear son, we have no control over what happens to you from here, no influence on the course of things, and only the hope that you will return on Shabbat, that you will call to say "Dad, come pick me up...", holding a small lamp for us on nights filled with worry.

I think about that moment, entering the recruitment center, you will hurry a little ahead of us to make it, we will trail behind you with an uncertain step, looking at the familiar faces, the same faces that we always see in this situation, and we will wait for the moment when you will take the opportunity for the last time to hug us as a citizen. It will be a hug of collecting memories from you and longing for the man you have become, the man with the values you absorbed along the way, the boy who walked on the soil of the valley and created a new wadi with his own hands, through which quite a few will follow in your footsteps. You will rush us and not allow us to cuddle, because you might lose something on the other side of the door during this time. The most beautiful of women will say goodbye to you with a long kiss, the cool one will try to smile and share a wide civil hug with you, and only your father will remind you that he is always there for you and will not be able to hold back the tears.

I love you, my son, unfortunately you are the fourth generation of warriors in this family. Raise your head to see friends even when it is difficult and when the night is already dark and call us to your reality, because that is what we are here for, a worried family of my combat soldier.

Nir Segal



A ray of light in all these dark times

Delving in the Archives



And this time, Children's Day 1982.
Do you remember the "train"? Dan Wolpe was the driver.
I think the coaches were built on Ylzrael. If that's true, who built them (and why did we stop using them – Ed)?
And who is the angel with the ice cream on thr left?
Jules Feldman



Rugby this Saturday

On Shabbat (March 29), a national tournament for all ages will take place on our field. You are invited to come cheer on the young players, enjoy a hamburger and fries, and have fun with the stars of the future!

See you on the field.

Notification from: Amir Beutler





Menopause And You!



Lecture and Discussion



Spellbinding special lecture, giving an in depth understanding of menopause and its symptoms. Dispelling myths and discovering this stage of life as uplifting and full of possibilities.

Thursday 3.4.25

20:00

In the Moadon

Lecturer: Nurit Arieli, Head nurse in the Gynaecology Clinic in Rambam Hospital. She has a private a clinic specialising in advising and accompanying women going through menopause.

Entrance is for women only!

Talia Arad: What is menopause? What characterises it? What are the physical, emotional, and social components that accompany this age? And how can we cope with them in a way that is right for us?

The lecture provides information on a topic that is not discussed enough - menopause, its typical symptoms, effective treatment methods (both natural and pharmaceutical), and the medical approach required during this stage of life.

Reliable information that will empower every woman to make optimal decisions about the coping strategies that are right for her, in order to successfully navigate this journey. Talia Arad

New English books in the library

Finlay Donovan Jumps the Gun/Elle Cosimano

Finlay Donovan Rolls the Dice/Elle Cosimano

The Wall/Marlen Haushofer

None of this is True/Lisa Jewell

Remarkably Young Creatures/Shelby Van Pelt

Sugar and Salt/Susan Wiggs

Maytronics Commemorates Shmuel Harari

This week a tree was planted on the lawn between the Headquarters Building and the Technology Building in Memory of Shmuel Harari, of Blessed Memory

Shmuel Harari, an employee of Maytronics, was known for his ever-broad smile and beloved by all who had the fortune of working with him. He was killed while on reserve duty during the "Iron Swords" war on October 24, 2024.

Last Tuesday, his family—his wife, children, and parents—gathered to plant a tree in his memory.

In the photos:

1. Shmuel's children with the sign next to the tree.
2. His father reading during the ceremony.
3. His parents, with his wife standing beside them.



Thank you to Albert Rosilio for sharing the photos for the newsletter

Reminder: Request for help in raising donations to establish a special soccer field in memory of **Gilad Rosenblatt**, of Kibbutz Ginnegar, who was killed in the Iron Swords War - donations can be made until Sunday (March 30).

<https://giveback.co.il/project/82102>

<https://www.youtube.com/watch?v=J4pJ5MLEPBg>

Shulamit Witelson



Programme for 30/03/25– 03/04/25

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

Sunday 30 March

09:10 Zoom from Dorot – Around the World – “Provence” with Chemi Haroeh

10:50 Zoom continued – “France” with Chemi Haroeh

Monday 31 March

08:00 Pedicure – Limor Mualem – by appointment only

09:00 Sweet from the oven with Monica and Noa

10:00 Quizzes and Brain Games with Galia

16:00 Coffee time with Monica and Ita

Tuesday 01 April

09:00 Holistic treatments with Shlomit Fink – appointments by arrangement with Shlomit

09:15 Shopping Excursion at the mall below the hospital - please register with Monica or Noa.

Wednesday 02 April

09:00 Nature is Blooming with Hammutal

10:00 The ceramics studio is open with instruction from Miki

17:00 HaNogariah – carpentry workshop with Noga Harpaz

Thursday 03 April

09:30 A trip to Bernie Fink’s exhibition - please register with Monica or Noa.

09:30 HaNogariah – carpentry workshop with Noga Harpaz

17:15 Chair exercises with Michal Sha’an

English is Fun - with Rahel

ISRAELI INVENTIONS THAT CHANGED THE WORLD

- **Viber** - 2010: Proprietary cross-platform instant messaging app for smartphones
- **WeCu Technologies** - 2010: Technology able to identify people in real time
- **Wind Tulip** - 2010: Cost-effective, silent wind turbine by Leviathan Energy, designed as an environmental sculpture
- **Iron Dome** - 2011: Air defense system developed by Rafael and Israel Aerospace Industries that intercepts short-range rockets and has saved innumerable lives
- **Moovit** - 2011: App that uses crowd sourced and official public transit data to provide real time route planning for users of public transportation
- **Solar window** - 2011: Developed by Pythagoras Solar, these windows combine energy efficiency, power generation and transparency
- **TraitUP** - 2011: A new technology that enables the introduction of genetic materials into seeds without modifying their DNA, developed by Hebrew University scientists
- **HydroSpin** - 2012: Unique internal pipe generator that supplies electricity for water monitoring and control systems in remote areas and sites without electricity

- **Elya Recycling** - 2012: Innovative method for recycling plastic based on a specialized formulation of natural ingredients
- **Electric Car** - 2012: Better Place CEO Shai Agassi developed infrastructure for electric cars as an alternative to fossil fuel technology
- **Elbit Space Imaging Systems** - 2017: A compact "space camera"
- **Judean date palm revival** - 2020: Extinct cultivar restore by reviving an ancient seed
- **WatchPAT** - 2020: The first FDA-approved portable diagnostic device for treating sleep apnea at home
- **TACount** - 2012: Real-time microbiology that enables the detection of harmful microorganisms in a matter of minutes

.....more next week

(I KNOW THAT WE RECEIVED ANOTHER NOBEL PRIZE BUT DON'T HAVE DETAILS) – Rahel

.....

More quotes from Steven Wright – Ed

82.7% of statistics are made up on the spot.

A clear conscience is usually a sign of a bat memory.

All those who believe in psychokinesis, raise my hand.

I almost had a psychic girlfriend...but she left me before we met.

Credits:

Editor of Hebrew Newsletter: Reut Shaliv

Translated and edited by: Eddie Solow

Proofread by: Biff Markham-Oren

Printed by: Danit Duvdevani Kirshberg and Hedva Shaharabani

Disclaimer 1: The Editor and translator does his best to provide an accurate reflection of the Hebrew Alon. Please be warned that it is not a direct translation. The original Hebrew text is the official version. This is of particular importance when it comes to decisions and procedures! Not all the material published in the Hebrew newsletter appears in “The Yizraelite”. Considerations of length, readers’ interest and the Editor’s ability to grapple with the subject matter, determine what is included.

Disclaimer 2: “English is Fun”: At the request of the author, this column is not proofread or edited in any way. Content and format are at the discretion of the author.

Note: The readers are encouraged to submit for inclusion “letters to the editor”, photos and material that does not appear in the Hebrew Alon.