



The Yizraelite – No 2187 Date: 21.12.24

Kibbutz Yizrael

Edi-torial: This week's edition is largely devoted to a private initiative of thirty kibbutz members to make a major change in the financial organisation of the kibbutz. It is a move to put an end to "The Profit Distribution Key". A proverbial fox has been let loose in the Yizrael hen house. Please read carefully the material, I have so painstakingly made available to you in your mother tongue and come prepared to the Asefa on Monday.

I suggest we all keep a cool head and save our energy for more important struggles.... of which there is no shortage these days.

May we have a peaceful week and may we hear only good news. Shabbat Shalom.

Reut's Editorial

I pray

I plead

That those agreements will be reached

That the bridges will be found

That the hostages will be brought back

Soldiers

Young and old

Our brothers and sisters

Will return to us.



Congratulations to Zvi & Michal (of blessed memory) Sadur

**on the birth of their great grandson,
a grandson for Einav and Yossi Kolton,
a son for Amit and Aya.**

Congratulations to the entire Sadur family and to Aya's family.

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



News from the Younger Generation!



Warm congratulations to **Ya'akov Emerik** and **Eilam Mor** on their enlistment in the IDF!

Wishing you both an easy and meaningful service, come back home safely! 🙏

Eden Armoza has happily completed his military service and reserve duty and is off on a big trip! 🙌

Have fun and take care of yourself, don't forget to send pictures.

We are proud of you all, both in regular service and in reserves. we trust you and know that thanks to you, we are here! ❤️

We look forward to seeing everyone on the paths – have fun and don't forget to send updates! 😎✌️

We are here to assist and support you. With much love,

The Young Generation Committee.

Community Management Meeting Agenda

Sunday, December 22, at 17:30

1. Audit report from the Planning Committee (Invited: Auditor - Uri Greenberg, members of the Audit Committee, Axel Levin)
2. Budget for the Computing and Communication Branch,
3. Update on the water budgeting model for members
4. Allocation of work bonus funds for 2024
- 5 Vehicle procedure.

Reserve Fund Annual Asefa

On Monday, December 23rd, at 20:30

Agenda: Presentation and approval of financial reports

Asefa

On Monday, December 23rd

At 21:00

In the Moadon and on Zoom and channel 900

Agenda: Discussion on the proposal of 30 members re

The distribution of the kibbutz's resources

Proposal of the 30 Members for the Asefa

The names of the 30 signatories were published in Kehilanet “For members only”

1. Decision on the annual budget for the kibbutz at the asefa each year, which will also determine the amount to be withdrawn from the kibbutz-controlled corporations.
2. Building a long-term plan that prioritizes investments in the kibbutz—housing, consumer investments, infrastructure, public buildings, etc.
3. Setting the bonus for members at 20% of the annual budget sources.
4. Establishing a policy for profit withdrawals from our controlled corporations of at least 70% of the annual net profit (a decision of the kibbutz asefa guiding the shareholders' meetings of our controlled corporations).
5. Ceasing the flow of money to holdings.
6. The pension does not serve as a source for the community and accumulates and increases its assets.
7. Continuing contributions to the funds: life, donations, nursing, excellence, education, and mutual aid according to the amounts that have been until now/the required amounts.
8. The decision made at the asefa is valid for three years and a change before the designated time requires a majority of fifty percent of the kibbutz members plus one additional member.



Management Committee Meeting Report - 16.12 2024

Present: Jeremy Perling, Elad Ilan, Idan Zelas, Sigal Hadar, Tzachi Tzfadia, Natalie Zinenko. **Invited:** Assael Mor, Leora Kamilian, Nicole Amerik

Agenda: Meeting of the committee with representatives of the 30 signatories regarding the group’s proposal for resource distribution.

Background: Due to the request from the members (signed by 30 members) to convene an asefa on the topic of kibbutz resource distribution, some management committee members requested to meet with the signatories’ representatives to better understand their proposal and formulate a position on the matter.

Discussion

- **A question was raised by the committee:** The scenario presented for 2025 to 2027 is based on extremely optimistic assumptions regarding income from the kibbutz's corporations in general, and from Maytronics in particular. What happens in an alternative scenario, where, for example, the 2024 data is used as the calculation basis? In such a case, do we not arrive at the same amounts that the "Proposed Key" suggests anyway?

- Members of the group claimed that the total income could be increased by a dividend policy of 70%.

- **Committee members stated that the decision of the kibbutz asefa has no authority over the decision of the shareholders' meeting of a public company.**

- **The committee stated that guaranteeing a bonus of 20% of the total income of the kibbutz, before we have paid for the community's ongoing expenses and social security, is irresponsible.**

- The members' proposal also speaks of transferring profits and rent directly to the community from assets created/purchased under the financing agreement from 2019.

- **Group members expressed serious concerns about the future of the kibbutz if the existing system continues.**

- The signatories representatives claimed that they tried to bring their proposals for discussion in various forums (community management, holdings management) but were refused, and therefore had to turn to the asefa.

- The committee stated that according to the proposed formula, the holdings company will operate for minimal transfer over the coming years for planning and stability purposes. Additionally, the manner of distribution for uses of the amount transferred to the community funds will each year go to budget approval in the council.

Decision:

The committee endorses the response letter from the kibbutz managers (below)

Summarised by: Elad Ilan and Jeremy Perling



The Management's Response to the Members' Proposal.

While the intention may be to improve the lives of Yizrael members, the proposal contains fundamental flaws that, if not addressed, could not only fail to enhance living standards but also expose the kibbutz and its members to a dangerous decline in economic and social resilience. Unfortunately, such processes have occurred in kibbutzim in the past, resulting in a loss of decision-making power over lifestyle due to economic deterioration.

The proposal submitted for our consideration includes eight points. Some of these are trivial and already exist today, such as the establishment of a long-term plan, which has been in place in the kibbutz for many years, the allocation to community funds according to decisions, and the annual budget determination in the asefa or economic council meetings, which is the asefa's authorised representative. While this conduct can be discussed or changed, it is unrelated to the distribution of the kibbutz's profits but rather related to the organisational structure and regulations of the kibbutz.

The current administrative separation in Yizrael between the management of businesses and the community is a reflection of proper and correct corporate governance functioning. The proposal regarding the dismantling of the holding corporation (point 5) could be discussed as part of an organisational restructuring, but only after a full understanding of its serious implications concerning management capabilities, debt servicing, and business decision-making.

The members' proposal contains three dangerous points that could undermine the capital structure of the kibbutz and its financial resilience:

1. Withdrawing 70% of the profits from the corporations (point 4 in the proposal), without considering the business's condition and needs, is an irresponsible practice akin to a "fire sale." Legally, a director appointed by Yizrael to serve on the board is first and foremost obligated to the company he represents. This is a legal responsibility that, if violated, could expose him to criminal liability. While he has loyalty to the shareholders, he must ensure that the company meets all distribution tests as defined by law before voting for profit distribution. The Yizrael asefa does not have the mandate to dictate dividend distribution policies in holding companies; this is a blatant violation of corporate governance laws, especially in the case of a public company. Dividend distribution policy should only be determined by each company's board of directors. Kibbutz members elect the directors who represent the kibbutz in each corporation. If there is dissatisfaction with the directors' performance, they can be replaced at the end of each term. Beyond the legal aspect, there is a substantial

concern: - withdrawing such a large portion of the profits will weaken the business and hinder its long-term growth. While we might enjoy increased profits in the first year, we may not be able to withdraw profits at all in the future.

2. Setting the bonus at 20% of "budget sources" is also symptomatic of short-term thinking and is misleadingly formulated. What are "budget sources"? Are they the direct revenues on which the community budget is based, profits from businesses that form the profit-sharing basis, or all types of income? The kibbutz's expenses are comprised of multiple layers from which we must support the community's ongoing expenses, repay loans, invest in housing and infrastructure, save for social security, and, of course, allocate a personal budget to each member and family. To eliminate doubt, we can agree on a formula that allocates decent bonuses to members. However, prioritizing the withdrawal of bonuses for personal gain reflects the short-sightedness of the proposal's framers and a flawed priority system. In any social or business organisation, profit distribution to owners (i.e. bonuses to members) should come only after fulfilling ongoing needs.

3. **Point 6 in the proposal** refers to managing pension savings and suggests that we should stop withdrawing funds from the pension fund. In Yizrael, about 110 retirees live, who have rightfully earned their pension benefits through hard work. The framers of the proposal do not explain why they wish to prevent the transfer of the members' pension accumulation, which serves to finance their living expenses in the kibbutz in lieu of income from work. This is not a way to benefit the members, and it is certainly not a fair approach. The proposal does not specify from where the missing resources for managing the community will be found.

The community management, along with the finance committee and the management board, has been working for several months on formulating a profit key for the next three years. This will allow for investments in the kibbutz (mainly the establishment of the northern neighbourhood) while ensuring social security through the reserve fund, and at the same time stabilise the community budget alongside distributing appropriate bonuses to kibbutz members. The proposal known as the "Members' Proposal" rejects all the work that has been done and renders the management mechanisms in the kibbutz unnecessary.

In conclusion, our position is: Kibbutz Yizrael has known both good days and difficult days. Recently, our businesses are facing new challenges. We do not have instant solutions for all the problems, but we must guard against "instant" formulas that propose irrevocably changing the

economic structure of the kibbutz. Correcting this in the future will be nearly impossible.

We hope that we will all act wisely and responsibly!

Members of the management board and community management -

Jeremy Perling, Limor Griman, Idan Zelas, Elad Ilan, Tzachi Tzfadia, Sigal Hadar, Doron Kagan, Natalie Zinenko, Erez Peleg, Maor Persai, Erez Peleg, Kinneret Govrin, Ishai Levi, Talia Arad, Yifat Segal, Shlomo Levi, Stas Gavrilov, Ilana Peleg, Tamir Blass.



Health Cluster Update

Natural Medicine Refund Procedure

The healthcare system recognises the benefits of natural and preventive medicine and encourages physical activity as part of a healthy lifestyle. This benefit is intended for members and candidates only and allows for a combination of two pathways:

Holistic Treatments:

- The healthcare system will participate in the payment for natural treatments either in our community setting or externally, without referral or conditions.
- A refund of up to 130 ₪ is available for a single treatment, with a maximum of 15 treatments per calendar year.
- Types of treatments include holistic therapies, various types of massage, acupuncture, osteopathy, naturopathy, Chinese medicine, and more.

Movement and Physical Activity:

- The healthcare system will contribute to payments for gym memberships or physical activity classes.
- A refund of 50% of the monthly payment is available, but not exceeding 130 ₪ per month.
- Activities include Pilates, yoga, gym/studio memberships, personal training, etc.

- For punch cards, 50% will be refunded, with a maximum of 130 ₺ per budgeting month, based on the number of classes purchased (based on one session per week).
- It is not possible to accumulate or transfer the right to refunds from one month to another.
- No refunds will be provided for equipment, accessories, clothing, supplements, etc.

How to Claim:

- An invoice in the member's name must be submitted for reimbursement.
- Registration will be handled by the health coordinator, and no additional reimbursements will be made once the personal quota is exhausted. Members are responsible for personal monitoring of the utilised quota. The remaining quota can be checked at any time.
- Members can combine the two pathways, but cannot fully redeem both.
- The Health Council may update, change, or cancel the pilot throughout the year for economic reasons, with at least one month's notice to the public.

Launch Date: January 1, 2025

N.B.: This section can be found in the procedure in Kehilanet, but for the upcoming year, it is still in a trial phase, so changes may occur.

Purpose of the Change:

- Encouragement: Motivating inactive members to engage in physical activity tailored to their individual needs.
- Maintenance: Supporting members who are already participating in physical activities.
- Fair distribution of the budget: Allocating the public budget to as many people as possible.

Questions & Answers:

Q: Can I accumulate or transfer my eligibility for physical activity from one month to another?

A: **No**, the goal is to encourage continuous activity.

Q: Why does the kibbutz participate 50% up to 130 ₪ for physical activity?

A: Some gym memberships cost 100 ₪ per month; the intention is not to provide cost free memberships. The individual's contribution is necessary for commitment and consistency. A 100 ₪ monthly membership will receive a 50% credit, i.e., 50₪ . This benefit is indeed more advantageous for classes rather than monthly memberships.

Q: How will it work with punch cards?

A: The framework will be based on one session per week (even if you actually train two or three times a week); credits for punch cards will consider the number of classes purchased, and the rebate will be calculated accordingly.

Q: What is the maximum I can receive if I fully utilise the physical activity benefit throughout the year?

A: 1,560₪ .

Q: Can I combine both natural medicine and physical activity?

A: Yes. They can be combined, but you cannot receive full credit for both pathways. The member will decide which is more beneficial to claim.

Example 1: You can claim for 8 months of physical activity and 5 natural treatments.

Example 2: You can claim for 13 natural treatments and 2 months of physical activity.

Q: I pay in cash and do not receive an invoice; is it necessary to submit an invoice?

A: Yes, it is essential to submit an invoice in your name. Since this is a pilot, the public will be asked to submit invoices for physical activity in real-time, not to accumulate them at home and submit later; the deadline will be stricter.

Q: I am not interested in sports or train alone for free; is there any change in the natural medicine framework?

A: No, there is no change. We only added an option for those choosing activity and movement as preventive medicine.

Q: Will this come at the expense of other things in the health basket?

A: No. Thanks to the cooperation of members, the healthcare system increased the successful claims refunds received from clalit in 2024 to about 200,000₪ , which we are dedicating to maintaining members' health.

Talia Arad

(Edi-Tor's Note: Now you can all do Feldenkrais classes up to five times a week for the huge sum of 47.5 shekels a month. Up to now the price was 95 shekels a month. It is cheaper than ever before to be healthy!!!)



Blood Donation on Yizrael

At 'Or B'Givah'

Monday, December 23, 2024

Between 3:00 pm and 7:00 pm



From the Early Childhood Yard



As part of the connection between the “early childhood” age group with the community and its branches, we are very excited about two programmes that have come into being this year.

1. The connection with the gardening branch (noi) where we enjoy a walk with Yotam Assaf! An outing where the children meet Yotam, hike with him, encounter nature from new perspectives, and gain enrichment and

meaningful learning. They search for evergreen trees and trees preparing for autumn and dormancy, learn about the bell-shaped plum and the waxy spikenard (yes, there are such names!), and solve the challenging riddle: where is the tree with the red leaves? The programme has already begun in the Alon kindergarten and the Rimon nursery and will also be tested in the Duvdevan kindergarten. Every three weeks, each kindergarten will enjoy a fascinating meeting with nature and Yotam.



2. The second connection is with "Or B'Givah," a programme that has been planned for a long time, and now has finally begun. Once a week, Rimón nursery children visit "Or B'Givah"



and the joy is immense! The children meet the grandparents who are awaiting and looking forward to their visit, and together they sing, dance, and play. This is a valuable activity with great significance for both sides. There are great grandchildren and grandparents who meet, and there are grandparents in the kibbutz who do not have grandchildren here and are delighted to meet the little ones. The children profit from a bonding experience, and the staff in both frameworks are filled with joy, gratitude, and excitement.

Submitted by: Yael Oster, Director of Early Childhood

Delving in the Archives

Womens' Day 1969

Below: Eli Shlozny with some children.



A few weeks ago, we published a photo from Women's' Day 1969. After the publication, I received ten more photographs from that day from Steven Shulman. The photos show the men replacing the women and working in the education system, while the women went for a fun day trip. Steven was on the Yizrael ulpan at that time.

Who recognises the children in the three photos?

I appeal to the public to send copies of photos and articles that you believe belong in the archive. Jules Feldman



Izzy Levitan with some children

The Culture Committee is Reinstating the Chanukiah Exhibition.

Branches, families, individuals or any random groups

Are invited to light up our world

Make your own particular Chanukiah

Please bring them to the lobby by

24.12.24 (To Tali Brauman)



Hanukkah 2024 - Holiday Programme



"IT WILL NOT BE THE VICTORY OF LIGHT OVER DARKNESS AS LONG AS WE DO NOT STAND ON THE SIMPLE TRUTH THAT INSTEAD OF FIGHTING DARKNESS, WE MUST INCREASE THE LIGHT." (A.D. GORDON)

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|--------------------------------|--|
| Tuesday, December 24: | Window Decoration (registration required) |
| Wednesday, December 25: | The BarMitzvah Year Torch Relay - "Narcissus" Group
Opening of the Hanukkah Menorah Exhibition
Kids' Disco in the Moadon |
| Thursday, December 26: | Movie for Adults at the Pub in a Christmas tmosphere |
| Friday, December 27: | Festive Kabbalat Shabbat in the dining room
"Schnitzel Borscht" in the Moadon |
| Saturday, December 28: | Family Chanukiah Lighting - Take pictures and send them to us for inclusion in a collective video |
| Sunday, December 29: | Latke Night in the dining room
"Hannah Zelda" Show by the Shinshinim |
| Monday, December 30: | Soup Night and lecture in the Moadon:
Meeting with Ze'ev Engelmair ("Shoshka") about the exciting project "The Daily Postcard". |
| Tuesday, December 31: | Exceptional Space Evening in the dining room |
| Thursday, January 2: | Cleaning and enjoying - Window Cleaning. |



Programme for 22/12/24 – 26/12/24

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

Sunday 22 December

09:10 – 12:10 Zoom lecture with Dorot B'Gilboa – “Events / Affaires” with Moshe Elad

09:00 – 12:00 Ceramics studio open with instruction from Zemer Peled

13:30 – 15:30 Ceramics studio open with instruction from Zemer Peled

Monday 23 December

09:00 A Sweet Chanukah with Monica and Noa

10:00 The Art of Drawing with Chas

15:00-19:00 Blood Donation

Tuesday 24 December

10:00 Movie screening – with Galia

17:00 “HaNogariah” – creative woodwork with Noga Harpaz

Wednesday 25 December

Erev Chanukah – 1st candle lighting / Christmas Day

Tiyul (no walking)

17:00 “HaNogariah” – creative woodwork with Noga Harpaz

Thursday 26 December

Happy Thursday!

09:30 “Flora”

09:30 “HaNogariah” – creative woodwork with Noga Harpaz

10:30 A visit from the children of Ganon Rimon

17:15 Exercises on chairs with Michal Sha'an

Photo-Ed



Early Morning on the Field
The New Houses Rise up out of the Nowhere





English is Fun - with Rahel

AN AMAZING SENTENCE IN ENGLISH:

"I do not know where family doctors acquired illegibly perplexing handrwriting, nevertheless, extraordinary pharmacuetical intellectuality counterbalancing indecipherability, transcendentalizes intercommunications' incomprehensibleness?"

Reason: This is the sentence where the first word is one letter long, the second word is two letters; the third word is three letters long...the eighth word is eight letters long, and so on...the twentieth word is twenty letters long!

THE TEN PRONOUNCIATIONS OF - OUGH

I **thought** it would
be **rough**
to **plough**
through the
slough (slew)
though it was falling
into the **lough** that
left me **thoroughly**
coughing and
hiccouging.

Another sentence containing the OUGH words:

"A rough-coated, dough-faced ploughman strode through the streets of Scarborough, coughing and hiccouging thoughtfully."

FIVE ODDITIES OF THE ENGLISH LANGUAGE

- The two longest words containing only one of the six vowels (including Y) are the 15-letter defenselessness and respectlessness.
- "Forty" is the only number which has its letters in alphabetical order.
"One" is the only number with its letters in reverse alphabetical order.
- Bookkeeper is the only word that has three consecutive doubled letters.
- Despite the assertions of a well-known puzzle, modern English does not have three common words ending in -gry. Angry and hungry are the only ones.

- Number one - nine hundred and ninety-nine - you can't find the letter A. (one thousand!)

IT MAKES ME REALLY UNCOMFORTABLE THAT THE WORD AUSTRALIA CONTAINS THREE A'S AND ALL OF THEM ARE PRONOUNCED DIFFERENTLY.

The word ANANAS is in Arabic, Armenian, Danish, Dutch, Esperanto, Finnish, French, German, Georgian, Greek, Hebrew, Hindi, Hungarian, Icelandic, Italian, Latin, Macedonian, Norwegian, Persian, Polish, Romanian, Russian, Swedish and Turkish.... BUT in English it is PINEAPPLE.

..... more next week

Credits:

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Disclaimer 1: The Edi-tor and translator does his best to provide an accurate reflection of the Hebrew Alon. Please be warned that it is not a direct translation. The original Hebrew text is the official version. This is of particular importance when it comes to decisions and procedures! Not all the material published in the Hebrew newsletter appears in "The Yizraelite". Considerations of length, readers' interest and the Edi-tor'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.