

The Yizraelite – No 2190 Date: 10.1.25

Kibbutz Yizrael

Reut's Editorial: The week that began after discussions resumed about a deal for the return of hostages, comes to an end with the return by IDF forces of two hostage's bodies. Today marks the 10th of Tevet, when, in 588 BCE, the siege of Jerusalem by Nebuchadnezzar, the King of Babylon, began. The siege lasted for a year and seven months, culminating in the destruction of the Kingdom of Judah, the destruction of the city of Jerusalem, and the destruction of the First Temple. With the destruction of the temple, the Kingdom of Judah was exiled to Babylon. The destruction and the exile are commemorated on the 9th of Av .

The current Israeli reality, where there is a change in the organisation of the space along the northern border, an Israeli leadership that increasingly seems to act only out of self-interest, rather than for the benefit of the state, and the expectation of a deal for the return of hostages, which recently has only been happening when they are deceased, gives the concepts of "destruction," "Kingdom of Judah," and "exile" a significance that appears to be rooted not just in distant history.

Near the end of the newsletter in Reut's column there is a prayer for the return for the hostages, written by Rabbi Michael Zion, is presented in honour of 10th of Tevet.

Reut Shaliv

Around the Kibbutz





Attention! The vehicle office is moving to its new location! On Wednesday next week, January 15, 2025, the vehicle office where Anton and Shlomo sit, and the key cabinet will move to their new home in the sports hall (which was vacated by Maytronics). The entrance will be through the nearest door to the large parking lot, and access will be with your magnetic button.

The children's safety chairs and boosters will also be kept there.

During the transfer, it will not be possible to take or return keys via the computer, and it will be necessary to coordinate this with Anton. The new location of the vehicle arrangement is spacious and more suitable.

Erez Peleg, Community Manager

 **Thank you for the "Kabbalat Shabbat" with Musical Accompaniment by the Music School Students** 

Yossi Abadi

The Kabbalat Shabbat, led by Stas Gavrilov over the years, is a unique experience that radiates warmth, unity, and special magic.

This week, a touching Hassidic melody, reminiscent of 'Tevye the Dairyman,' caught my attention in an exceptional way.

I am also full of admiration for our young talents, Nov Cohen and Michal Zinenko, who participated this week in the annual winter concert of the National Youth Orchestra – their performance combines artistic professionalism at a national level.

Kudos and praise to Stas and the musicians for creating an unforgettable experience. Yossi Abadi

PARTNERSHIP HOUSE

- All rooms can be booked a year in advance
- For the three main festivals: Rosh Hashana, Pesach and Shavuot, bookings will close one month before the festival.
- On the closing date bookings will be finalized, giving preference to those chaverim who have not received a room for the previous three years.
- Subsequently (if needed), rooms will be allocated according to the booking date.
- Bookings for PESACH will close on March 10, 2025
- Price: double room (NIS 185) single room (NIS 120)
- Check in: 16.00
Check out: 11.00

Monica Brustein

Rahel Piekarski

Asefa Notification On Monday, 13/1/2025 At 20:30

In the Moadon + on Zoom

Agenda:

- 1. Water budgeting model for members.**
- 2. Work bonus 2024**
- 3. Wording of the proposal regarding the Profit Distribution Key vote**



Thank You: To Alon and the Electrical Team, I want to thank you for the prompt and successful service you provided. Thank you very much,

Oscar Groisman



Thank You: Thanks for fixing the burst pipe in the Nof neighbourhood

On Friday afternoon, just before sunset, a new stream was discovered in the neighbourhood on the sidewalk near our home. After trying to close all the faucets in the area, we realized the situation was more complex and called Kobi Levi, who arrived immediately.

It turns out that the main water pipe, buried under the sidewalk along the length of the neighbourhood had spontaneously cracked and burst thereby releasing a flowing stream.

For many hours through Friday night, Kobi Levi, Alon Reuven, and the Gilboa piping team worked on fixing the complex issue.

Shachar Levi came to ensure the safety of the vegetation. We wanted to thank everyone involved for their quick response!

Richter, Abadi, and Gilad Families



New At Or B’Givah



We have opened an accessible clinic, for massage and body-mind balance treatments. For details, feel free to call Shlommit Fink at 050-6570029



Summation and Words of Farewell from Tal Darom

After nine and a half years in the "Cultural Business" on Yizrael (6 years as the holiday coordinator alongside Eran and another 3 and a half years managing the entire culture branch), I am concluding my role as the Cultural Manager, and I wanted to dedicate a few words of thanks and appreciation to each and every one of you.

These have been years full of shared action, exciting moments, challenges, and a constant drive to provide our community with the best and most unifying experiences.

I am a strong believer in the power of community culture to serve as the "glue" that unites us all, and to this purpose, I have strived to involve all community members in various projects and events.



Everything we have accomplished over the years has been the result of teamwork and collaboration with many diverse partners, and I feel immense pride in all that we have achieved together.

I am grateful for the privilege of getting to know so many wonderful people through my role, preserving old traditions, establishing and embedding new ones, producing small and large events of all kinds, and participating in the preservation of our unique community.

I want to thank all those who volunteered for teams, participated, were on duty, and took part in our cultural activities. Together, we managed to create magical and special Yizraeli moments.

I wish for our cultural and community activities to continue to develop and grow, for each and every one to find a place to contribute and enjoy, and I am sure we will continue to be a community with a rich, diverse, and inspiring culture in the coming years.

Thank you for the great privilege of leading and being part of this journey. I leave the role with many memories, experiences, and deep gratitude to all those who took part in the activities over the years.

I wish us all a continued community and cultural journey that connects us, full of creativity, the joy of life, and mutual inspiration.

Wishing much success and fruitful activity to the next Cultural Manager who will take over in a few months.

May this year be better than the last, and may all hostages and soldiers return home safely and swiftly 🙏

In the coming months, until the next Cultural Manager takes over, I will continue to recruit and assist holiday teams.

For all other matters, please contact Yifat Segal, the Tapu'ach Cluster Manager.

With love. **Tal Wolfson-Darom**

Thank you, Tal for years of organising cultural and festival events.



Executive Committee Meeting Summary - 1.1.2025

Participants: Jeremy Perling, Doron Kagan, Elad Ilan, Idan Zelas, Sigal Hadar, Tzachi Tzfadia, Limor Griman.

Guests: Naomi Amit, Yitzhak Peleg.

Agenda:

Discussion on the status of Maytronics at the request of the Executive Committee members.

At the beginning of the meeting, Jeremy explained that the organisational structure of Kibbutz Yizrael changed in 2004 (in an agreement that came into effect in 2009), separating community management from the management of economic assets, which were placed under a holding corporation.

As a result, all business discussions regarding the kibbutz's assets take place in the management of the holding corporation and in the Economic Council (Moetza Calcalit). Recently, we made an amendment to the definition of the economic council and defined the economic council of the kibbutz as the economic council asefa.

Therefore, the role of the Executive Committee is not to conduct business discussions and make decisions about the assets, but rather to guide the management of the holdings to make decisions and oversee the implementation of those decisions.

Maytronics, being a public company trading on the stock exchange, so any formal discussion must be publicly announced in the national press, and therefore cannot take place in the Executive Committee.

A resolution was proposed:

Business discussions will be conducted in the holding corporation. The role of the Executive Committee is to provide guidance to the management of the holdings as needed and to oversee the implementation of decisions, through existing mechanisms (i.e. the economic council in its newly defined role in the new procedure -Takanon).

A vote was held - the decision was accepted - 7 in favour, 0 against.

The official discussion concluded.

The members of the Executive Committee continued the conversation with Naomi Amit and Yitzhak Peleg.

Naomi and Yitzhak expressed their deep concern about the state of Maytronics. At the end of the conversation, several expectations were defined for the holding corporation:

1. To operate with greater transparency towards the members of the kibbutz - to inform about developments and ongoing processes, as much as possible, by issuing reports more frequently and on a regular basis.
2. To hold regular economic council meetings according to the regulations of the holding corporation.
3. To address the procedure for the decision-making process in all business areas, including publishing the decisions to the public.
4. To approve a detailed budget of the holding corporation at the economic council). Jeremy Perling and Limor Griman

Community Management Meeting Summary - 5.1.2025

Participants: Ilana Peleg, Erez Peleg, Yifat Segal, Ishai Levi, Kinneret Govrin, Maor Persai, Stas Gavrilov, Shlomo Levi, Tamir Blass, Limor Griman.

Agenda:

Vehicle Branch Procedure

After discussing all changes to the procedure, one point remains in dispute regarding the responsibility for the deductible cost in case of insurance activation following an accident, when the driver is a young generation member with the status of financial independence or in the "employee track". The Vehicle Committee proposed that young generation bear half of the deductible cost in any accident case.

It was clarified that a deductible exists only in cases where the accident was deemed to be the driver's fault.

During the discussion, it was noted that our perspective should be similar to family cars, and it is unreasonable for a parent to demand payment from his children in case of an accident. On the other hand, it was stated that the vehicles serve hundreds of users, and it is not correct to view them as family cars.

A proposal was raised to apply a mechanism similar to what is proposed in the procedure for all drivers in case of an accident, with the deductible cost for the driver applying only from the second accident onward.

A vote was held regarding this point only.

Decision: Young adults in the financial independence or employee track - in the case of a second accident within two years - half of the deductible cost will be the responsibility of the young adult; in the case of an additional accident, the young adult will bear the full deductible cost. (Vote: in favour - 7, against - 0, abstentions - 3).

The rest of the procedure was approved in a previous meeting. The full procedure is attached at the end of the report.

Discussion on Community Management Goals for 2025

An initial brainstorming session was held regarding the topics that community management members find important to address and promote. The discussion will continue in the next meeting, after which a detailed summary will be published.

Reported by: Limor Griman



Community Management Meeting Agenda

To be held on: Sunday, 12/1/2025

Time: 17:30

Agenda:

- 1. Community Management Goals for 2025**
- 2. Budget 2025**



Procedure for the Vehicle Branch - Kibbutz Yizrael

Community Management 5.1.25



Introduction The procedure addresses all matters concerning the vehicles of the kibbutz. Its purpose is to optimise the vehicle system while ensuring maximum attention for the member's needs and for agriculture. From the date of approval of this procedure, the new decisions will take effect, and previous arrangements will be cancelled. In Hebrew, the procedure is written in masculine form but refers to all genders.

Responsibilities of the Vehicle Committee The committee is responsible for efficiently managing and overseeing the vehicle fleet and ensuring driving safety.

Duties of the Vehicle Committee

- **Driving Safety:** Understanding driving characteristics, safe driving, hazardous driving, handling, and purchasing vehicles according to Yizrael family needs and safety standards.

- **Budget:** Understanding the current budget and developing a model for purchasing and replacing vehicles.
- **Variety and Availability of Vehicles:** Aligning the vehicle options with the changing needs of the members and the agricultural requirements.
- **Support and Guidance:** Familiarising, assisting, and guiding the vehicle coordinator when necessary.
- **Addressing Disputes:** Discussing any cases of disagreements, different interpretations of the procedure, or failure to comply with its decisions.
- **Review Appeals:** Considering appeals and objections from vehicle users regarding matters related to the vehicle system.

Committee Composition

1. Chairperson of the committee. Elected member.
2. Vehicle coordinator.
3. Community manager.
4. Garage representative.
5. Three/four public representatives.

Duties of the Vehicle coordinator.

1. Ensuring vehicle arrangements for various users.
2. Maintaining the vehicles in good condition.
3. Regular inspections to be carried out at least twice a week for each vehicle.
4. Ongoing communication with the garage regarding vehicle maintenance.

Availability and Use of Vehicles:

1. The vehicles will be made available for personal, health, and work needs.
2. Kibbutz vehicles will be at the disposal of users according to the details in the following sections:
3. Members, candidates, and those in the absorption process.
4. Young people according to the young generation procedure - • A young person on “the economic independence track” can use kibbutz vehicles occasionally and not as a permanent booking. • Spouses of young generation members (in any track) may not drive kibbutz vehicles.
5. In case a regular user requests to allow another person (a relative, etc.) who is not authorised to drive kibbutz vehicles, to drive in their place, specific approval must be obtained from the kibbutz secretary and a driver's license sent to the vehicle officer (the approval is for the planned trip and not on a regular basis).
6. Residents - Residents cannot drive kibbutz vehicles.
7. Driving of kibbutz vehicles by employees working in the kibbutz - approval from the community manager and the kibbutz vehicle officer is required.
8. Driving by employees working in associations/organizations operating within the kibbutz - approval from the community manager and the kibbutz vehicle officer is required.

9. Volunteer service year participants in the kibbutz - approval from the community manager and the kibbutz vehicle officer is required.
10. During the two major holidays, Rosh Hashanah and Passover, those who have requested / booked a vehicle will receive their reservations, even if vehicle rental is required. The last date for vehicle booking will be published by the vehicle coordinator.
11. Ordering a vehicle for more than 7 consecutive days will require personal coordination with the vehicle coordinator. Vehicles for longer periods will be provided according to arrangement possibilities.
12. Extending a trip - extending the car return time during a trip, beyond the original booking, will be possible only in coordination with the person who has the car after you and/or with the vehicle coordinator.
13. Trailers - Kibbutz trailers will only be towed by kibbutz vehicles. Kibbutz vehicles will only tow kibbutz trailers. Exceptions must be coordinated with the vehicle coordinator.

New Drivers and Driver Training:

1. A new driver, before using kibbutz vehicles, will undergo a briefing with the kibbutz vehicle officer. After three months, upon completion of a daytime accompaniment, and after six months with the completion of a night accompaniment, a refresher driving conversation will take place with the vehicle officer.
2. Driving will be according to the laws for new drivers and young drivers as per the laws of the State of Israel.
3. New drivers in the social education framework (Chevra Bogeret) will sign a commitment document with the madrich / vehicle coordinator, to drive correctly and safely, before embarking on their first trip. The document was formulated with the social education sector (see attached appendix).

Norms and Responsibilities for Drivers Taking Kibbutz Vehicles:

1. Smoking in the vehicle is prohibited.
2. The driver must return the vehicle clean. A dirty vehicle includes leftover food and food packaging, animal dirt (and hair – Ed), equipment that belongs in the trash, mud, any liquid or solid material that should not be in the vehicle after a trip. If you receive a dirty vehicle, please inform the coordinator at the start of the trip.
3. Vehicle keys must be taken and returned only through the scheduling computer.
4. In case of a flat tyre - the driver must ensure the wheel is changed and report it to the vehicle coordinator.
5. Refuelling - It is important to refuel (preferably – Ed) at the kibbutz gas station (petrol is cheaper there but the fuel card is valid at all Dor Alon stations in the country). If you refuel at a station that is not "Dor Alon," you must write the

vehicle number and the full name of the driver on the receipt and give it to the vehicle coordinator (so you can be reimbursed – Ed).

6. Pets - A blanket must be brought to cover the vehicle seat. A cage for the animal is preferred. A driver taking pets in the vehicle is required to clean up after them, including vacuuming dirt such as hair.

Safety

General - The role of the vehicle committee and the vehicle officer is to enable, guide, and improve the level of driving. Within this framework, we see the need to provide guidance and create boundaries.

Goals - Protecting the lives of drivers and passengers, improving the quality of driving, reminding about possible driving risks, norms expected from vehicle drivers in Yizrael, a framework of boundaries for vehicle use in accordance with fines, accidents.

1. Driving according to regulations and traffic laws.
2. Driving a vehicle only when alert - Fatigue, distractions, and/or mind-altering substances endanger you and your passengers.
3. Every year, there will be 2 online training sessions for all vehicle users conducted by the vehicle officer of the kibbutz. All drivers are required to complete the training in order to continue driving kibbutz vehicles.
4. The vehicle officer of the kibbutz may summon for a discussion, any driver who violates traffic regulations and laws.
5. The vehicle committee may suspend a users' right to use a kibbutz vehicle for violating traffic regulations.
6. Returning to driving will be with the consent of the vehicle committee and after the guidance of the vehicle officer of the kibbutz.

Accidents and/or Malfunctions:

1. In the event of any accident (minor or major) and/or malfunction, the vehicle coordinator must be updated via text message and in a form on the community network.
2. In the vehicle, there will be a page detailing the procedure and operating instructions in the case of an accident (in any case, do not take responsibility or admit fault). Write down the details of the driver involved in the accident, their vehicle information, and photograph the damage caused to their vehicle and to the kibbutz vehicle.
3. In the vehicle, there will be a phone number for the towing company associated with the kibbutz in case the vehicle breaks down on the road. The person who is "stuck" with their vehicle will call the vehicle coordinator or the garage and act according to the instructions regarding the towing company.
4. A driver who has been involved in a traffic accident is required to have a discussion with the kibbutz vehicle officer and a member of the vehicle committee within three days of the accident for the purpose of reviewing and investigating the incident.

5. A driver who has two accidents within a six-month period will not be able to drive kibbutz vehicles until a clarification with the vehicle officer and a member of the vehicle committee is conducted.

Regulations and Procedures

1. In case of disputes, a different interpretation of the procedure, or failure to comply with its decisions, the issue will be referred for discussion to the vehicle committee, and its decision will be final. **(dependent on the “appeal procedure” of the kibbutz, I assume – Ed)**
2. The vehicle committee has the authority to take measures, at its discretion, against a driver who violates the regulations recorded in the procedure:
 - 2.1. Discussion to clarify driving conduct with kibbutz vehicle.
 - 2.2. Prohibition on taking the vehicle for private and/or work trips for a period of up to six months.
 - 2.3. Taking driving lessons from a certified instructor at the driver's expense.
 - 2.4. Requirement for an accompanied driver for a period of up to six months.
 - 2.5. Requirement for medical examinations to clarify driving fitness - the requirement is only at the direction of the vehicle officer.
 - 2.6. If necessary, and if additional measures are required, a small team of vehicle committee members will convene, discuss each case individually, and decide on the steps to be taken.
 - 2.7. In the event that a driver who is not authorised to drive according to the committee's decisions, needs to travel urgently, they should contact the community manager/secretary to find a solution with a representative of the vehicle committee.

Payments and Conditions for Improper Behaviour:

1. If a driver leaves the vehicle dirty three times within six months, they will pay for the car cleaning at a car wash (up to 100₪). The Vehicle Committee can revoke a user's driving privileges in the communal vehicles if the issue of dirtiness continues. Reinstatement of driving privileges will be determined in a conversation with the Vehicle Committee.
2. If, during a trip, the vehicle is damaged due to vandalism by the driver or any of the vehicle's occupants, the repair costs will be the responsibility of the driver.

Fines for Parking or Driving Offenses:

1. Fines for all types of offenses will be paid by the vehicle driver.
2. Toll Roads: Payment for driving on a toll road will be made by the financial department, and the driver or department will be charged.

3. Employees: In the case of an accident, the cost of the deductible/repair will be according to the employment agreement.

4. Kibbutz children in the Younger Generation on the economic independence track: In the case of a second accident within two years, half of the deductible cost will be the responsibility of the young individual; for any additional accidents, the young individual will bear the full cost of the deductible.

Private Vehicles:

1. The owner of a private vehicle and/or car-sharing vehicle and/or marshal must insure their vehicle with mandatory insurance and third-party liability insurance.

2. All expenses arising from owning the private vehicle are the responsibility of the vehicle owner and not the communal organization.



Appendix 1 – The agreement young people must sign

Not translated. See Hebrew Newsletter

Appendix 2 - Billing Costs - Vehicle Sector

N.B. The costs change from time to time according to vehicle budget updates.

	per km	Day Time Charge 06:00 - 22:00	Nighttime Charge 22:00 - 06:00)
Private trip for a member	0.8	4.15	0.7
Committee trips, branches, and outside workers	1.3	4.15	0.8

• A user who does not cancel his vehicle before the prescribed time, will be charged 15 shekels.

Asefa Summary - 5.1.25

Participants: 90 members present in the Moadon + 17 members on Zoom

Asefa Chairperson: Shlomo Cohen, **Asefa Secretary:** Uri Gilad

Agenda:

1. Request for an additional six-month candidacy period - Hadar and Tamir Lavi

According to the appeals procedure, a vote was conducted on Kehilanet on whether to discuss the request (vote: 152 in favour, 23 against, 1 abstention).

Kobi Levi thanked all the members who supported the family over the past weeks and attended the asefa. He presented the request:

"We came tonight to speak on behalf of our children, Hadar and Tamir. Hadar, our daughter, chose together with Tamir, her partner, to return to Yizrael - home.

Hadar and Tamir, educated, ambitious, and sociable individuals, have come here after completing their studies and professional and family development. They are blessed with their sweet child Noam, who happily goes to the nursery. Hadar and Tamir are positive and caring people who see others and recognise humanity.

During the absorption process, which we closely monitored, we saw that alongside the care and willingness to help from the Absorption Committee, there were complex junctions where disagreements and disputes could possibly have been resolved in other ways, both from the couple's perspective and from the Absorption Committee's perspective.

We are proud and happy that our children have chosen to build their home on Yizrael, and we ask the asefa today to grant them another opportunity".

A vote was held to approve the wording that will go to ballot: 98 in favour, no opposition or abstentions.

The wording that will go to ballot: **Additional candidacy period (of 6 months) for Hadar and Tamir Lavi. For/Against/Abstain.**

The ballot will take place this week on Wednesday and Thursday.

2. Electing New Office Bearers

- **Irit Shemesh**, a member of the H.R. Management, presented the candidate members for the search team for filling positions: (Tzevet Itur)
Yifat Asaf, who has just completed 6 years as the kibbutz secretary, knows the kibbutz members closely, the various roles, and the kibbutz institutions. Yifat can contribute her accumulated experience in finding suitable individuals and engaging them in kibbutz activities.
Yaniv Shapira, who has been less involved in kibbutz life in recent years and is very invested in his work outside the kibbutz and in establishing his

professional standing. We found it appropriate to connect him to the kibbutz and utilise his open and creative thinking from a slightly different perspective, one that comes from the individual, a regular kibbutz member who grew up in the kibbutz and sees it from different eyes.

Yifat and Yaniv come from a place of great concern for the kibbutz and a desire to participate and both immediately responded to the call. Yifat and Yaniv possess integrity and discretion, sensitivity and reliability, and will be able to contribute by asking questions, raising points for thought and discussion, brainstorming, mutual enrichment, analysing interviews and materials, and assisting in decision-making processes with respect for teamwork and providing a sense of comfort and safety for the interviewees. The selection will take place via ballot, which will be held this Wednesday and Thursday.

3. **Hedva Shaharbani**, chair of the Nominations Committee, presented the candidates for her committee:

Continuing members: Liran Penn, Albert Rozilio.

New members: Navot Assaf, Dotan Savir, Shelli Edelstein.

Hedva thanked the outgoing committee members. The asefa wished every success to the candidates in their new roles.

4. **Proposal of the Kibbutz Management for a Profit Distribution Key**

Idan Zelas, CEO of Holdings, and Maor Persai, Finance Manager, presented the **Profit Distribution Key** proposal from here on to be referred to as: “The Key” – Ed) with all its components, dividing it into four segments: Community, Personal Bonus, Reserve Fund, and Holdings, and the establishment of three new funds: Vehicle Fund, Special Needs Fund, and Cultural Assets Fund. It was explained that the distribution among the funds within each segment will be decided each year by the appropriate management and brought to the Economic Council for approval. Various scenarios of profit transfer amounts were also presented and how each would affect the amount allocated to each segment.

After the proposal was presented, a discussion was held: Questions were raised regarding the amount allocated to the Reserve Fund and whether it is sufficient to maintain the social security of the kibbutz members. Elad Ilan, Chairman of the Reserve Fund, explained that the proposed amounts correspond to the needs, both in the optimistic forecast and in the less optimistic forecast. If we go below that, we will need to reconsider our steps.

A question was asked regarding the repayment of loans that Holdings took to finance the construction of the Maytronics campus, and about the ability of Holdings to commit to a specific amount. Idan Zelas explained that the amounts presented in the profit distribution proposal are already after we deducted the amounts intended for loan repayments. Regarding the second question, Idan replied that this is a target set for Holdings, and he intends to work together with the Holdings management, using all means at his disposal to meet this target. If during the year it becomes evident that there is difficulty in meeting the target, he will raise the issue in the Economic Council.

It was also claimed that the present key proposal is fundamentally different from the principle that had existed over the years in Yizrael, which predetermined the distribution among the various funds, something that does not exist in the current proposal. This way, many disputes were avoided. Jeremy and Idan, as representatives of the management, responded that the key proposal is fundamentally different because we are in a fundamentally different economic situation than in the past, and different times require different solutions. Furthermore, this key proposal will indeed avoid many disputes, as the amounts for the member bonus and the Reserve Fund are fixed and closed, and the debate can only be about the distribution of amounts within the funds and the community budget.

A question was raised about why it was decided, and not up for debate, that there is a set amount for member bonuses, and why the bonus is not distributed only when profits are high, justifying bonus distribution as implied by its name. Jeremy explained that the use of the term bonus is incorrect, and in fact, it is the right of asset holders to personally benefit from the profits generated by their businesses, regardless of the profit amount.

Regarding the way the income will be distributed in the case of the sale of assets, after a discussion, an agreement was reached to maintain the decision regarding asset sales as was customary in the previous key. Any income, up to 70 million NIS will be distributed according to the key, and income exceeding 70 million NIS (per year) will be brought for discussion in the kibbutz institutions. Therefore, this item was removed from the proposal.

The point was raised that the decision to establish three new funds and include this decision as a single unit in the key proposal is incorrect; members should have the opportunity to express their position on each fund separately. An amendment was proposed suggesting to vote separately on each new fund proposed.

The amendment was put to a vote. Before the vote, the asefa chair announced that if the amendment passes, then the key proposal will come to a vote via ballot only next

week, both for a technical reason regarding the complexity of the voting and out of a desire to allow the public to study the material explaining the new funds.

Voting Results: 54 in favour (of voting separately on the various funds – Ed), 22 against, 6 abstentions.

As a result of the acceptance of the amendment, the vote on the profit distribution key proposal will read as follows:

- The asefa approves the model presented for the years 2025-2027 - in favour / against / abstain
- The asefa approves the establishment of the Special Needs Fund - in favour / against / abstain
- The asefa approves the establishment of the Vehicle Fund - in favour / against / abstain
- The asefa approves the establishment of the Cultural Assets Fund - in favour / against / abstain
- The asefa instructs the Holdings corporation to define a distribution of at least 26.7 million NIS as a business target for each of the key years - in favour / against / abstain

The vote on the proposal will take place via ballot on Wednesday-Thursday, January 15-16, 2025.

Shlomo Cohen and Limor Griman



Special Needs Fund



At the asefa held on January 23, 2023, we decided to establish a Special Needs Committee. This decision reflects the responsibility and commitment of the kibbutz to its members, with the central goal of ensuring the future of children with special needs, recognised as such by state institutions or in the process of recognition. The decision seeks to provide an appropriate response to the limitations of children with special needs, allowing them to live their lives, both within the kibbutz and outside it, with maximum independence, privacy, and dignity, while enabling them to realise their full potential.

The following objectives were defined for the committee's work:

- Addressing three areas in which the kibbutz is involved: daily living allowances, responses to specific special needs for each individual, and the establishment of a residence (a home for the long-term care of dependent children).

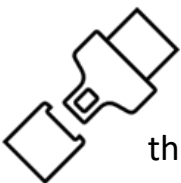
Additionally, a fund will be established to ensure the ongoing support for the children and the three areas after the parents' death or retirement age.

- To centralise, consolidate, and serve as a point of contact for information, guidance, attention, and support for anyone interested in our community.
- To make all of this accessible to the target audience = the Yizrael public.
- To prepare a special needs procedure, based on which individual arrangements will be developed with a lawyer, tailored to each individual and the community, and implemented accordingly.

During the committee's work, we are fine-tuning the daily needs of children with special needs, creating tailored groups for each segment of the population (whether living in the kibbutz, in external frameworks, or with economic independence), and we are now working on a procedure that will allow for the continuation of developing individual arrangements.

As stated in the committee's establishment goals, a fund must be created to ensure the kibbutz's commitment to its children with special needs. The fund that will be established will be designated for financing children under the Special Needs Committee for rehabilitation, integration, and optimal functioning in the kibbutz or outside it, and for whom funding cannot be found from other sources. The amounts accumulated in the fund will also be used, among other things, for the establishment of specific funds for children with special needs when such a decision is made. Therefore, we are currently requesting to open this fund as part of the “key” discussions. Within a limited timeframe, we will present the committee's procedure, including the management of the fund, its authorities, management methods, and related matters.

Establishment of a Vehicle Purchase Fund



The collective vehicle fleet serves as a security anchor for all members of the kibbutz and their children for everyday mobility needs. The fleet provides all users (those who have a work/private vehicle and those who do not) with a variety of vehicles—small, family, large, and off-road vehicles. This variety aims to meet the diverse needs of vehicle arrangement users. For example, in the past year, two vehicles were purchased that are more suitable for the kibbutz's senior members.

As of the years 2021-2024, there are about 400 users annually in the vehicle fleet. The kibbutz has 295 members, 90 younger generation children, and about 10 new drivers of army service age. The vehicle branch also serves the kibbutz's sectors, businesses, and initiatives as needed.

Currently, the kibbutz's vehicle fleet consists of 48 vehicles. The fleet is aging, and not for the better! 25 vehicles are over 7 years old, of which 15 are already over 10 years. The lack of renewal leads to an increasing wear on the condition of the vehicles—high fuel consumption, low comfort levels while driving, increasing breakdowns, and rising maintenance costs.

To renew the fleet, it is necessary to purchase about 10 vehicles each year (new/second-hand).

The asefa decision of 14.02.22 states that "the vehicle sector will strive to maintain new vehicles, up to five years of use." This decision is derived from the understanding that after five years of vehicle use in the kibbutz, the ratio between purchase cost and accumulated mileage, maintenance costs, and fuel consumption is optimal for vehicle replacement. In this asefa decision, it was determined that the vehicle financing model will include a depreciation component that will contribute to vehicle purchase + additional financing sources. Since our vehicle fleet is old, the depreciation accumulated so far is not sufficient to meet the annual purchase target. Therefore, a "Vehicle Purchase Fund" is required as an additional source for the next three years.

According to the new key model, the decision on the amount of financial investment in the vehicle purchase fund will be approved each year by the economic council based on the total profits available for distribution. The request is up to 500,000 NIS per year.

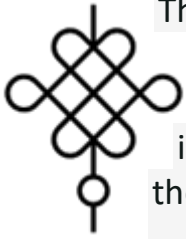
Planning and managing vehicle purchases is carried out by the Vehicle Committee, community manager, and are under the supervision of the finance department.

The establishment of a vehicle purchase fund (new/second-hand) will allow all of us to:

- Have greater availability of various vehicles tailored to the needs of kibbutz members.
- Improve vehicle safety with advanced safety features (built into new vehicles).
- Experience higher comfort and quality during travel.



Cultural Assets Fund



The spirit and soul of Kibbutz Yizrael are both characterised by its "cultural assets," which have been established and operated over the years within its framework, even if some of them have been consolidated into independent associations over time. This refers to the rugby association, the music school, artist's activities, and so on.

In most cases, such "cultural assets" require financial support to successfully maintain their activities. The purpose of the fund will be to assist in financing the operations of the "cultural assets," either through subsidies or by aiding in investment execution, in order to enable their ongoing activities in a proper manner and ensure their continued existence as the "cultural assets" of Kibbutz Yizrael.

After the establishment of the fund, criteria for supporting the activities of the "cultural assets" will be defined.



Update from H.R.

Organisational Structure Brochure

The updated brochure of the organisational structure appears on the Community Net under Regulations and Procedures.



Update from the Search Team

The Search Team recommends **Noga Harpaz** for the management of the Education Cluster in place of Limor Griman. The appointment will be presented at the asefa and brought for voting via ballot. If elected, due to prior commitments, Noga will assume the role in September 2025, and until then, Limor will continue to be the point of contact in managing the cluster, alongside her role as secretary. The Education Council has ceased to convene and will resume operations with Noga's entry. If there is a need to convene the Education Council, it will be done under the responsibility of the Education Forum. We wish Noga success!

Search Team - Amir Darom, Irit Shemesh, Hila Alterlevi, Neta Blass, Daniel Hyams-Assaf.

Call for Nominations for Public Representatives to the Management Committee

In preparation for completion of terms - Natalie Zinenko, Sigal Hadar, and Tzachi Tzfadia in the Management Committee this coming March, we are issuing a public call for the election of 3 new public representatives.

Thank you to Natalie, Sigal, and Tzachi for their participation in the Management Committee and for the time they dedicated. A formal farewell will be held in the Management Committee in March along with the entry of the new representatives.

Following the asefa that discussed this issue, and where it was decided to choose from among all members without a nominating committee, members can propose names of fellow members, and a member can also propose themselves. There will be a verification of the candidates' willingness to run for the position, and afterward, a list of candidates along with their "belief statement" will be presented. Each member will select three candidates.

The three members who receive the most votes will be elected as public representatives in the Management Committee.

If two or more members receive the same highest number of votes, a second round will be held among the candidates who received the most votes.

If spouses receive the most votes, they will be asked to decide between themselves who will sit on the Management Committee.

Ineligible to apply: members of the Audit Committee and their spouses, members of the Management Committee and relatives of members serving on the Management Committee (siblings, spouses, parents, and children), and community management members and holdings board members.

The Management Committee deals with strategic issues of the kibbutz, long-term planning, kibbutz regulations, and more, and does not address ongoing issues or the daily management of the kibbutz.

Management Committee meetings are held once a month, 3 hours during the day. Prior to the meetings, it is necessary to prepare, read materials, and regularly attend the meetings.

By virtue of membership in the Management Committee, the elected representative undertakes certain responsibilities, including performing various tasks as part of the committee's activities, participating in asefot and membership in the economic

council.

In addition to the four public representatives, the committee includes four office holders: Chair of the committee, Chair of the Reserves Fund, Holdings Manager, and Secretary.

Term length: 4 years.

You can nominate candidates on the community platform using a designated survey form, as of January 16, 2025, until January 31, 2025. All submissions will be collected, and candidates will be asked if they wish to run, with the list published to the public as is, without filtering or sorting.

Subsequently, the list of candidates will be presented at the asefa, and the selection will take place via ballot voting.

Kinneret Govrin, HR



The Music School is on the Map



At the end of Hanukkah, students from the Music School participated in two significant events in the national music education scene. Our Michal Zinenko, a trumpet player, was accepted to perform as part of a national excellence program in the national orchestra, which features talented children from all over the country.

The concert took place at the music center in Jaffa, and Michal was awarded a solo in the orchestra. This is a source of pride for the Music School and Kibbutz Yizrael.

On this occasion, we would like to mention Nov Cohen Schwartz, who has been volunteering for a long time and plays at every Friday night service. Nov also participated in a national event on International Kleizmer Day, held at "Beit Shalom Aleichem" in Tel Aviv. He played alongside other clarinet students and they showcased very high-level playing that earned them much praise.

Kudos to Michal and Nov and to the parents who support them tirelessly. We invite more children to join the Music School family.

Reported by: Ilana Peleg, Music School Team.



The Adventures of Isabel during Hanukkah

Hanukkah has been and gone, along with Christmas and New Year, marking the end of another year. Eight days went by filled with many events. We managed to accomplish two Bar Mitzva year tasks! Since there are many things to share but limited space, I will summarise my adventures during the holiday.

On the first night, we ran the traditional torch relay, with the Narcissus group taking the lead this time. After a long run and a climb that nearly broke our spirits and strength, we reached the lawn in front of the stage. Here the Narcissus team recited blessings and lit eight candles in honour of the holiday, bringing light to the hill...

On Friday evening, we gathered to celebrate the traditional holiday eve in the beautifully decorated dining room, and I even had the honour of lighting the third candle together with Zohar Assaf ...for the hostages; I was very moved by the request from the holiday team, and during the traditional blessings, I added a small prayer of my own in my heart - that we may merit miracles (and especially actions) and that all 100 of our kidnapped individuals may return home soon!

In addition, just before the meal, we all participated in the traditional candle dance, this time replacing the song "Amen" with "Home," dedicating the ceremony to the hostages; it was especially moving and powerful, and a huge thank you to the holiday team for the thoughtfulness and gesture. I missed out on the schnitzel borscht because I was on duty in the dining room, but a little bird whispered in my ear, that it was wonderful.

On Monday evening, there was a wonderful lecture by Ze'ev Engelmeir, also known as the great Shushka. He told us about his work as an illustrator, about his Shushka and her adventures, and of course about his daily postcard project, which he started after the black Shabbat. Throughout the evening, we also enjoyed particularly delicious soups. It was a fantastic evening.! The clip is already in the pipeline...

Coincidentally, that evening also marked the end of another dreadful year, 2024, and I sincerely hope we will all experience a better and more peaceful year ahead.

On the last day of the Hanukkah break, the Narcissus group gathered for another task – “My Yizrael. We woke up early, lit the sun on our way to the “Gadash”, while traveling in the freezing cold on a tractor driven by Ilan Sadur; upon arrival, we were



greeted with hot tea and cookies, lit the stove to warm up, and listened to Ilan talk about the agriculture branch in the past compared to today. We went to see the tractors and at the end of the visit, we jumped back onto the wagon and headed for the “Founders Hut”. There we met Hamutal Assaf, who told us about the kibbutz dining rooms, and we devoured a delightful

breakfast.

The next stop was the renowned factory, Maytronics, where we began our tour at the testing pools, and were greeted with smiles by Dani Levi, Yaron Shachar, and Tzachi Tzfadia. We saw the new robots working diligently in the various pools, visited the production hall, and the two impressive new buildings, and it was very enjoyable.

From Maytronics, we went to the dairy, where Ken Phillips compared the early days to the present. Ido Sharoni and Yotam Darom answered questions, showed us the new milking parlour, the calf pens, and where the milk flows. Navot Assaf prepared fun stations for the “narcissus flowers”, and at the end, we created the group's name from cotton seeds.

We bade farewell and jumped over to Bernie Fink's studio, which is located in the original place of the sheep branch of days gone by. Eilon Halevi and Bernie Fink told us the story of the sheep branch, and from there we continued to the library for "Sorry for the Question" - Education on Yizrael in days of yore, with Hila Alterlevi, Shimrit Tzfadia, and Adva Lifschitz. We saw a slideshow depicting the early years, places that were and no longer exist (like the children's farm (Meshek Hai), for example. It was fascinating. Finally, we arrived at our last station, in the moadon, where we had lunch and played a game that summarised our entire day. Many thanks to everyone who helped make the mission possible.

Thus ended another holiday - happy but not that happy (to quote Niv Edelstein); with great hope that all the hostages will return home soon!"

Jezebel 🧡 – Tzafnat Mor

Work Conditions of Teachers and Social Workers: Legislation, Jurisprudence, and Reality on the Ground - Yossi Abadi

When I find myself at the dining tables in the kibbutz, discussing the struggles of teachers and social workers, I feel as if I am echoing the voice of an entire class that has been forgotten. The modest salaries and sometimes embarrassing working conditions are not just personal issues – they are a painful testament to the values of our society, values that sometimes seem to have lost their way.

In Israel, teaching and social work professions are often perceived as having a high social mission, yet they frequently face severe economic distress, leading to a deep crisis for those engaged in them. These two professions, which are seen as pillars of a functioning society, are at the centre of struggles for wages, working conditions, and relations with the state and the organizations representing them. Social workers and teachers, characterized by their important public roles serving the common good, are under sharp financial pressures due to inadequate salaries, the lack of economic compensation for the sacred work many of them perform, and the public status that has been neglected in recent decades.

I served as a public representative in the labour court for many years, where I dealt with the ongoing struggles of teachers and social workers against the state and teacher organisations. Every discussion, every petition, every ruling taught me once again how deep this distress is. On the surface, it is a struggle for improved wages and working conditions; at a deeper level, it is a fight for the recognition of the value of these professions and their importance for the future of society. The causes of this distress relate to a series of distortions in the system: one of the central distortions is the lack of economic compensation relative to the significant investment of working hours, professional training, and the emotional and psychological challenges that both fields entail.

Teachers, who are required to work many hours beyond the official schedule and face substantial difficulties in discipline, lack of resources, and working conditions that do not support professional development, experience a heavy professional crisis. Social workers, who deal with vulnerable populations and cases of domestic violence, addictions, economic difficulties, and more, often encounter a lack of resources and support from the system, leading to mental and professional burnout.

The crisis arises not only from the imbalance in the labour market but also from the lack of recognition by the public system of the value of the work. Over the years, legislation and rulings have indicated the state's obligation to provide fair working

conditions for these professions, yet they are often not fully realised. Labour court rulings have clarified the right to fair wages (rulings regarding state employees and the right to decent employment), but in practice, this does not always yield results on the ground. Phenomena such as meagre salary increases, unstable conditions, and lack of encouragement for professional development contribute to a sense of alienation among teachers and social workers towards the system.

For example, the rulings have made it clear that the rights of social workers and educators must be ensured and that it is impossible to operate a public system without providing these workers with the necessary tools. When enforcement of these rulings does not occur and the state does not fully meet its obligations to the workforce, the crisis only deepens. In this situation, social workers and teachers find themselves facing a bleak reality: an intensive work framework, low salaries, and conditions that do not align with the daily challenges of human and social issues.

From my experience in the labour court in Nazareth, I can identify several key components causing the deep crisis in these professions: First, these are professions that are eroded due to market conditions, and salaries do not reflect the burden and demands placed on the workers. Second, the lack of support from the state in realizing the rights of social workers and teachers, and moreover, there is often a tendency to diminish the value of their work. All of these have created the essence of the crisis that reaches the labour courts and stirs public discourse time and again. Legislation in Israel reflects the state's commitment to ensure workers' rights, yet often, in practice, the laws remain unenforced.

For example, the Basic Law: Human Dignity and Liberty guarantees the right to dignity and fair working conditions, but this is not always reflected on the ground. The Workers' Rights Law, enacted to ensure fair social conditions, does not always succeed in meeting its commitments to workers in fields like teaching and social work.

Regarding jurisprudence, the labour court has issued rulings concerning the rights of social workers and teachers. For instance, the ruling in HCJ 1758/11 dealt with wage discrimination between male and female workers performing the same job for the same employer, and according to the Equal Pay Law for Women and Men, the court clarified the interpretation of Section 2 of the law concerning wage discrimination among workers for the same employer at the same workplace.

"On the other hand, several laws and regulations have attempted to implement support mechanisms for employees. For example, the Social Workers Law of 1969 was enacted to regulate the profession of social work and to ensure the rights of workers, but it does not always succeed in guaranteeing fair wages and conditions for

employees in the public system. Moreover, the fact that enforcement issues occasionally arise and the essence of the law is not always properly implemented only highlights the ongoing crisis.

The combination of ineffective legislation and rulings that do not always change the reality on the ground leaves teachers and social workers in a difficult position. There is a substantial gap between the need for recognition and the state's lack of understanding regarding the trust crisis between these employees and the public system that employs them. All of this is in contrast to laws and rulings that would guarantee their rights and address the difficult wage conditions.

Blessings, Yossi Abadi - 01.01.2025



Prayer for the Safe Return of the Missing, Hostages, and Kidnapped Since October 7, 2023

May the One who blessed our forefathers Abraham, Isaac, and Jacob; Joseph, Moses, Aaron, David, and Solomon, and our matriarchs Sarah, Rebecca, Rachel, and Leah, bless, guard, and protect the missing and the hostages who have been taken from their homes, from their communities, and from their gatherings ,from military positions and from the expanses of the battlefield

and who are now in danger of their lives, in a foreign and hostile land at the hands of dangerous agents ,for we and all the people of Israel are praying for them.

May the Holy Blessed One be filled with mercy upon them and bring them out from darkness and the shadow of death, and break their chains and save them from their distress and may He swiftly return them to the embrace of their families, to their communities, and to their homes and to rejoice in their happiness and celebrations.

And may it be fulfilled in them the verse that is written: "And the redeemed of the Lord shall return and come to Zion with singing and everlasting joy upon their heads".

They shall obtain gladness and joy, and sorrow and sighing shall flee away. And let us say Amen.

Written by Rabbi Michael Zion



Programme for 12/01/25– 16/01/25

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

Sunday 12 January

09:10 Zoom from Dorot B'Gilboa – Music with Dr Motti Adler

17:00 Mandela drawing with Shlomit Fink. Arrange participation directly with Shlomit

Monday 13 January

08:00 Pedicure – Limor Mualem – by appointment only

09:00 Sweet from the oven for Tu B'Shvat with Monica and Noa

10:00 Brain Games with Galia

16:00 Or B'Givah is open for coffee cake and lively chats

Tuesday 14 January

09:00 Round table discussion with Inbal Adler

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

10:00 Movie screening – with Galia

Wednesday 15 January

09:30 Nature is Blooming with Hammutal

Thursday 16 January

09:30 "Flora"

09:30 Woodworking with Noga Harpaz – "HaNogariah"

10:00 A visit from the children of Ganon Rimon

17:15 Exercises on chairs with Michal Sha'anani

English is Fun - with Rahel

PALINDROMES are phrases or sentences that are spelled the same way backward or forward.

Some people spend their whole lives making new ones up!

A dog! A panic in a pagoda.

I'm a boob, am I?

Ed, I saw Harpo Marx ram Oprah W. aside.

Emil, a sleepy baby, peels a lime.

He spots one last sale. No stops, eh?

Go, hang a salami! I'm a lasagna hog.

Tarzan raised Desi Arnaz' rat.

All erotic, I lose solicitor Ella.

Madam, not one man is self-less; I name not one, Madam.

Ron, I'm a minor.

Stressed was I ere I saw desserts

So, E, I vow to do two videos.

Yo! Bozo, boy!

Wonton? Not now.

Sis, ask Costner to not rent socks "as is".

Cigar? Toss it in a can, it is so tragic.

Too far, Edna. We wander afoot.

Diana saw that I was an aid.

Mad? Am I, madam?

Angola balogna.

Tennis set won, now Tess in net.
Stella wondered: "No wallets?"
Star comedy: Democrats.
I Love Me, vol. I
Now Ned, I am a maiden won?
Ma is a nun, as I am.
Did I do, O God, did I as I said I'd do? Good, I did!
Amoral aroma.
Party boobytrap.
He spots one last sale. No stops, eh?

(AMAZING!!!)

..... more next week

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Printed by: Danit Duvdevani Kirshberg and Hedva Shaharabani

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.