

The Yizraelite – No 2172 Date: 23.8.24

Kibbutz Yizrael

Reut's Editorial: The last week of August is approaching. The preparation days in the education system, the secular "in-between times", are at hand. The children are about to start the new school year, and suddenly, they all look taller, more mature. Are they really gaining height and maturity during the summer break, or do the shorter days and the thorns peeking out on the sides of the paths prompt us to direct our gaze towards the passing time and see the changes that have occurred?

This week, the bodies of more captives have been brought home by Tzahal. Their return also signifies the passage of time, and we cannot avoid thoughts on the significance of time for abducted lives. The oxymoronic pair of words "body recovery", the word "recovery" signifies hope, and the phrase "dead bodies" that seals the fate of hope, turn the post-seventh of October summer "in-between times" into a period that feels even more transitional - what was before the seventh of October is no more, never to return.

As we transition between religious times, we will reach the month of mercy and forgiveness, Elul. We hope that in the month of Elul, we will realise the return of the hostages to their homes and families.

A Message to Reservists - Limor Griman

To the dear members who bear the burden of reserve duty,

In order to enable us to maintain our contact with you and with your families who remain at home, we kindly request that when you receive your callup papers, please inform Hedva.

Go in peace and return home safely. Limor Griman

Financial Council Summary - 12.8.24

1. Summary of the community's first half-year
2. Examining ways to increase community revenue

The council took place without the need for a quorum (perhaps because no decisions were needed? To my knowledge this is unprecedented – Ed), and was also broadcast on Zoom (this aspect is still under review).

Chair: Uri Gilad, Secretary: Limor Griman

Summary of the Community's First Half-Year

Niv Hermoni, Erez Peleg, and Maor Persai presented the community's revenue and expenses summary for the first half of 2024, along with the performance forecast for the end of the year.

- Overall, the year-end forecast indicates better performance than planned, with an expected deficit of approximately 3.3 million shekels compared to the approved deficit of around 5 million shekels.

Community Income: Expected to reach 48.2 million shekels by the end of the year compared to the plan of 47.9 million shekels.

Community Expenses: Expected to reach 51.5 million shekels compared to the plan of 52.85 million shekels.

Funds:

- **Housing Fund** is expected to end the year with a surplus of 9.2 million shekels.
- **Public Buildings Fund** with a surplus of 2.7 million shekels.
- **Infrastructure Fund** with a deficit of 0.8 million shekels.
- **Consumer Investment Fund** - balanced.

Discussion Highlights:

- Investment in the community rugby club will be discussed at a future meeting.
- The impact of reserve duty days on community revenue remains uncertain pending decisions by the Community Management regarding grants for reservists (and depends on Bibi – Ed).

Ad Hoc Committee Summary on Increasing Community Revenue:

The team presented their work on increasing community revenue without focusing on expenses or balancing the community budget.

Key Points:

- It appears that income from work and reserve fund contributes to around 80% of the community budget, with the working-age members contributing about 67% (currently around 61%).
- Demographic planning is crucial to maintain a balance in the working-age member percentage.
- Initiatives to attract new families should aim to keep pensioners under 33% of total members. (will it help if we die asap - Ed?)
- Planning to absorb 6 families per year until 2030 is essential (but not realistic – Ed).
- Emphasis on ensuring that more than 50% of new families have high income levels. (100% would be better – Ed)

Conclusions.

- We should consider the feasibility of more members working off the kibbutz in specific positions. (More financially lucrative positions? - Ed)
- Encourage members who have made an exceptional effort in income generation.
- Assess the feasibility of directing community members to external work.
- Aim to recruit a maximum of the young generation in Maytronics.

Discussion: Various points were raised during the discussion, including the presented model's feasibility, challenges faced by the reserve fund, and strategies for increasing revenue from small businesses and service sectors.

Execution and Monitoring Responsibility: Community Manager (Erez)

General: Thanks to the team: Artzi Sanker, Irit Mor, Shimon Zelas, Elad Ilan, Niv Hermoni, Maor Persai, and Erez Peleg

For those interested, the full presentations can be obtained as background material both before and after council meetings – contact Uri for details. If you have questions, it is recommended to consult in advance, the relevant managers to receive accurate answers.

The possibility of a Zoom broadcast for all members is under review. Uri Gilad

H.R. Management Report

18.8.2024, 28.7.2024

Participants: Noa Armoza, Peter Pezaro, Eddie Solow, Shlomo Cohen, Irit Shemesh, Erez Peleg, Limor Griman, and Kinneret Govrin.

1. Sick Leave and Vacation Days

Invited: Ziv Ben Bassat & Inbal Pezaro.

About 3 months ago, a discussion was held in the H.R. management regarding sick leave and family leave days, where it was decided to approve the work procedure decisions and keep a limit of 18 sick days per year that can be accumulated up to 90 days. However, recently there has been a request from mothers of infants to share their concerns regarding sick leave days. They presented a situation where they find themselves having to take their children out of the education system frequently for medical reasons, and therefore request additional sick days.

Discussion: - Once again, it was stated that there is no justification for allocating additional sick days to all mothers in the first year.

- It was mentioned that there is room to provide additional days to parents with children in their first year of life, but on the other hand, there are childhood illnesses that occur even after the age of one, making it difficult to define the timeframe requiring additional days, if at all.
- There are different stages in life, and every parent goes through a more complex first year with the child, and then things balance out. This does not justify changes in decisions.
- Since workers receive 24 vacation days per year and can also receive an additional 24 days from their spouse, there should not be an issue with sick leave and vacation days. If sick days are exhausted, vacation days can be used.
- Kibbutz Yizrael give a high number of vacation days compared to other places of work.
- There is room to provide additional days for single parents since they do not have anyone to share the burden of sick days with or receive vacation days from.

Decision: Since there is no identifiable specific age group struggling to meet the current sick leave limit and there is no phenomenon of members exceeding sick days, the meeting concluded that there is no need to make changes to the work procedure

decisions. Therefore, the limit of 18 sick days per year will remain in place with the option to accumulate up to 90 days.

Regarding single parenthood, it was decided to provide an additional 4 days to the 8 vacation days beyond the 24 days each receives. In total, 54 days per year will be allocated – 18 sick days + 24 vacation days + additional 8 vacation days + an extra 4 vacation days, to be used for sick leave or vacation as needed for single parents.

End-of-Year Summation - Early Childhood Sector

Yael Oster

At the end of each year, I think about what I will write this year... Each year is unique and special in its own way. Each year is painted with different colors, different shades with parents, children, teams, in different compositions, in a changing reality. Always towards the end of the year, children, parents, and teams go through familiar processes. The transition from kindergarten to school happens every year and other transitions are constantly happening.

I remember a simple question asked by one of the teachers; "Why do we need to emphasise the transition in such an emotional meeting?" Transitions are difficult for me as well. Some children find it difficult for no apparent reason." So, I stop myself and ask, "For what purpose?" because it is always important for me to pause, not to act automatically. The answer was in front of me, in the concluding meetings, in the joy and also in the confusion of children, accepted unconditionally by the understanding and sensitive teams and by the parents themselves, as an answer to the same statement about the difficulty; "Yes, it may be difficult for some, but they learn and practice how to cope, overcome, succeed, strengthen, and empower themselves."

When our children experience the unfolding reality, experiencing, experimenting, and watching adults finding ways to express and cope with transitions and farewells, and even seeing opportunities and blessings in them, they learn, as they tell themselves: "If adults can, so can we."

The answer was also there, in emotional words full of appreciation and gratitude, written with great thought in each blessing, read by leaders and emotional parents, with smiles, kind eyes, hugs, kisses, tears.

The children who are moving up in the early childhood system, also experienced (with emphasis on the word "also") an emotional, joyful, empowering, and accepting farewell, with adults who love and appreciate them, and are excited with them.

The children and the team also had this opportunity that comes once a year, to share with parents the work and effort done throughout the year, and no less importantly, everyone, especially the children, practiced the skills of farewell, so important for development, acquired along the way.

The meetings were very emotional. There was something so "together" and pleasant that we so want and need, especially in the current reality. Joy mixed with a little sadness, alongside a connection that strengthens and builds us as a society.

In conclusion, on a personal note, a mother asked me this week, "How do you sum up the year?" I answered with a smile: "With great satisfaction, especially in such a complex year. Nothing is taken for granted, and we managed to create an island of normalcy, routine, hope, and joy."

I am attaching photos here, hoping they will convey some of this feeling of the large family.

I wish everyone a pleasant and peaceful vacation to recharge our batteries in preparation for the upcoming year. I want to express immense gratitude to the educational staff for their dedicated, professional, and meaningful work. Without them, all this would not have happened!

Thank you to the wonderful community of Kibbutz Yizrael. every aspect contributes to the creation of a great whole.

Thank you to the parents, for everything,

And thank you to the children who always bring with them a great light!!!!

And I conclude with a prayer for the swift return of all hostages and soldiers!

Yours, with love, and much gratitude, Yael Oster - Early Childhood Manager



End of Summer Vacation Ceremony - Thurs 19.8.24

On Thursday evening the annual ceremony took place on the stage behind the Founders' Hut. Adi Ilan Goldstein thanked those involved during this challenging year. Each group thanked and blessed the others (new arrivals, those leaving and those continuing). The Informal Education guides leaders returned the "Education Key" to the teachers, as local tradition dictates. (and breathed a sigh of relief, I assume – Ed)



:The 76th Kibbutz Anniversary – Thanks and Greetings.

The 76th Chag Hameshek has ended and, like unlike its predecessors, this time the joy was not complete. Our hearts are heavy due to the situation in the country and the hostages still being “there”. We tried to direct the spotlight in two directions - towards the local community in our home celebration of the good we have and towards the Israeli society going through the most difficult period since the establishment of the state.

We want to say thank you to all of you, who joined us to make the large variety of events, come about. They were beautiful and moving and meaningful" (names are listed in the Hebrew Newsletter – Ed)

Upcoming Cultural Events

Cookie baking for soldiers

On the weekend before Yom Kippur (10-12.10) we plan to bake cookies (biscuits – Ed), and on Sunday 13.10 the youth will distribute them at the main distribution stations in the area.

Kabbalat Shabbat at the Hostages' Square in Tel Aviv

Date and registration will be announced later.

Wishing you a happy and successful New Year to all the Yizrael community (I suppose someone must be first – Ed),

And hoping for peace and the swift return of all hostages and soldiers to their homes.

The 76th Independence Day team - David Serano, Zimra Baran, Tal Wolfson-Darom, Nitzan R. Feldman, Adi Ilan-Goldstein, and Tzafnat Mor.



Summary of the Maytronics Product Workshop for Kibbutz Members

Last Thursday afternoon, kibbutz members were invited to learn about (and touch) Maytronics products. The event was amazing! We got to meet the product managers and were exposed to fascinating information about each of the company's products.

Additionally, members toured the new technology building, which is nothing short of impressive and inspiring! I want to express my heartfelt thanks to the people at Maytronics who responded to the request from our management and took up the challenge, allowing us to hold such a meeting that facilitates close acquaintance and further connections with the kibbutz's home company.

We intend to invite the members for a tour of the production soon, to get acquainted with another aspect of the company. Thank you to the approximately 70 members who attended, and we hope for more such meetings in the future.

Kinneret Govrin, H.R.



PLEASE TOUCH!

A Message from Daniel Hyams-Assaf – H.R. Maytronics

I wanted to share with you the special experience we had last week at Maytronics. Last Thursday, Maytronics opened its doors to kibbutz members. I was happy to see many of you come to explore and get to know the company's latest innovations up close.

We met Sharon Goldenberg, the CEO, Stav Gizonterman, the VP of Technology, and the product managers in the new technology building, who presented the new products on the market. In a special "please touch" display, we were able to connect directly with the advanced robots. Scanning barcodes opened a window into the world of each robot, revealing its unique features and the story behind it.

I felt a great privilege to be part of this day and to help strengthen the connection between the kibbutz and the company, as well as to see, once again, the spark of pride in all our eyes, for what is being done right here, in our home.

Thank you to everyone who attended and showed interest. A special thanks to my wonderful colleagues for their amazing teamwork—Anat Friedman and Yifat Segal. Thank you to our speakers from the company—Tzachi Tzafadia and Arnon Matalon for their engaging lectures, and thanks to Kinneret for the collaboration.

And of course, thank you to the product managers and the company staff who worked hard for this day, for their time, and for their goodwill.

See you at the next event,



Daniel Hyams-Assaf

Zimra's Column – things that are important to me

A Message from Shachar Levi

I am going to reserve duty for the third time since October 7th. This time for a limited and relatively short period. I am expected to return to work in the branch at the beginning of October. Additionally, Einan Grosser is already on reserve duty; this is also his third time since October 7th.

Yotam Assaf will be taking over my responsibilities until I return. You, the members and residents, are probably already used to this, as the gardening department has accumulated over 400 days of reserve duty since the start of the war. We will continue

to serve as long as we can contribute. The branch's functioning cannot operate perfectly with all these manpower shortages, but we are doing our best.

Please be patient and show a willingness to support and help if you can, for the sake of the branch, the kibbutz, and the country. Hoping for better days ahead...

Shachar Levy

Our best wishes to Einan, Shachar and all our soldiers. I promise to do my part in keeping the kibbutz clean – Ed)

Tu B'Av (the 15th of Av) is considered a day of joy in Judaism, symbolizing reconciliation and love among the people of Israel. Rabbi Ben Gamliel said: "There were no better days for Israel than the fifteenth of Av and Yom Kippur, when the people of Jerusalem would go out in white garments, and the daughters of Jerusalem would go out and dance in the vineyards, saying: 'Lift up your eyes, young man, and see what you choose for yourself; do not set your eyes on beauty—set your eyes on family.'" (Mishnah, Tractate Ta'anit)

(... and I thought it was about "Free Sex" another illusion shattered – Ed)

New English Books in the Library

With ChatGPT's brief description of each book listed:



1. ****Marple / Agatha Christie****: A collection of stories featuring Miss Marple, a clever amateur detective known for her keen observations and understanding of human nature, solving mysteries in her quaint village and beyond.

2. ****The Sound and the Fury / William Faulkner****: A complex novel that tells the story of the Compson family in the American South through multiple perspectives, showcasing themes of time, memory, and decay.

3. ****Dark Star / Alan Furst****: A historical spy novel set in Europe during World War II, following a network of agents and their efforts against the Nazi regime.

4. ****Sparring Partners / John Grisham****: A collection of legal short stories that delve into the lives of attorneys and their clients, exploring themes of justice and morality within the legal system.

5. ****Too Much Happiness / Alice Munro****: A collection of short stories that examine the complexities of family relationships, love, and the intricacies of everyday life, showcasing Munro's masterful storytelling.

6. ****Kitchen Table Wisdom / Rachel Naomi Remen****: A collection of personal stories and insights about healing, resilience, and the human experience, focusing on the importance of connection and compassion in life and medicine.

7. ****The Collector / Daniel Silva****: A thriller featuring art restorer and spy Gabriel Allon, who investigates the theft of a priceless painting while navigating the dangerous world of art and espionage.

(The description of the books was completely unsolicited. ChatGPT decided on its own to add the background. I think I will adopt the idea permanently – Ed)



Or B'Giva

The Beacon on the Hill is closed this week



Delving in the Archives

Ariela Shani, a member of Yizrael who left in 1957, wrote about the disorder in Yizrael at the beginning of the 1950s.

"What stands out to me and all the members are the questions about the equipment on loan from Kibbutz Geva and the ensuing friction. The members of Geva were orderly and organised, and every piece of equipment borrowed from them was meticulously recorded, including the return date. In contrast, the Yizrael members were chaotic Palmachniks. They didn't remember where they left the equipment and certainly didn't remember to return it on time, which angered the people of Geva. They charged us for borrowing, and the Yizrael members never forgave them for that. Gavrush claims that the members of Geva and Ein Harod were simply jealous of us because we were young Palmachniks, with young and beautiful girls, and above all, we received this hill with the wonderful view. However, it is clear to all of us that without their help in the early years, we wouldn't have been able to manage on our own."

But when it came to equality, there was definitely order!

"There is a queue! If you had your turn, wait for your next turn."

Yael Shani-Kenan recalls her pregnancy days in the kibbutz: 'The distribution of clothes was done according to your turn, but during my pregnancy, my underwear didn't fit me, I asked for new underwear, but in the store, they told me I wasn't entitled to it. The same went for the maternity dress. Nothing was fitting me anymore, but my turn hadn't come yet...'"



"Illustration: 'Marking the Border After the Rhodes Agreement,' from illustrations drawn by Moshiko Sinai, from the Dani Harpaz estate. - Jules Feldman."

English is Fun - with Rahel

At least we can laugh at the bloopers made by children....

An eight-year-old girl submitted this gem about "people" to her teacher. "People are composed of girls and boys, also men and women. Boys are no good at all until they grow up and get married. Men who don't get married are no good either. Boys are an awful bother. They want everything they see except soap. My mum is a woman, and my dad is a man. A woman is a grown-up girl with children. My dad is such a nice man that I think he must have been a girl when he was a little boy."

On the first day of school the kindergarten teacher said, "If anyone has to go to the bathroom, hold up two fingers."

A little voice from the back of the room asked, "How will that help?"

A mother was pleased with the card her son had made for her for Christmas but was puzzled as to the scraggly-looking tree from which many presents dangled. From the very top hung something that looked strangely like a bullet. She asked if he would explain the drawing, and why the tree itself was so bare, instead of a

fat, bushy pine tree. "It's not a Christmas tree," he said, "It's a cartridge in a pear tree."

A three-year-old boy went with his dad to see a litter of kittens. On returning home, he said breathlessly to his mother, "There were two boy kittens and two girl kittens." "How did you know?" His mother asked?" "Daddy picked them up and looked underneath," he replied, "I think it's printed on the bottom."

Another three-year-old put his shoes on by himself. His mother noticed the left one was on the right foot. She said, "Your shoes are on the wrong feet." He looked up at her and said, "Don't kid me mum, I *know* they're my feet."

A little boy was upset with himself. When his grandfather asked him what was the matter, he explained, "I wrote down the wrong homework, and spent the whole evening studying something I didn't have to know until next week!"

A little girl was diligently pounding on her father's word processor. She told him she was writing a story. "What's it about?" he asked. "I don't know," she replied, "I can't read."

"Do you want a brother or a sister?" An adult asked a little boy about his mother's pregnancy. Parroting the proverbial answer, he had so often heard from his parents, he replied, "We don't care if it's boy or a girl, just as long as it's wealthy."

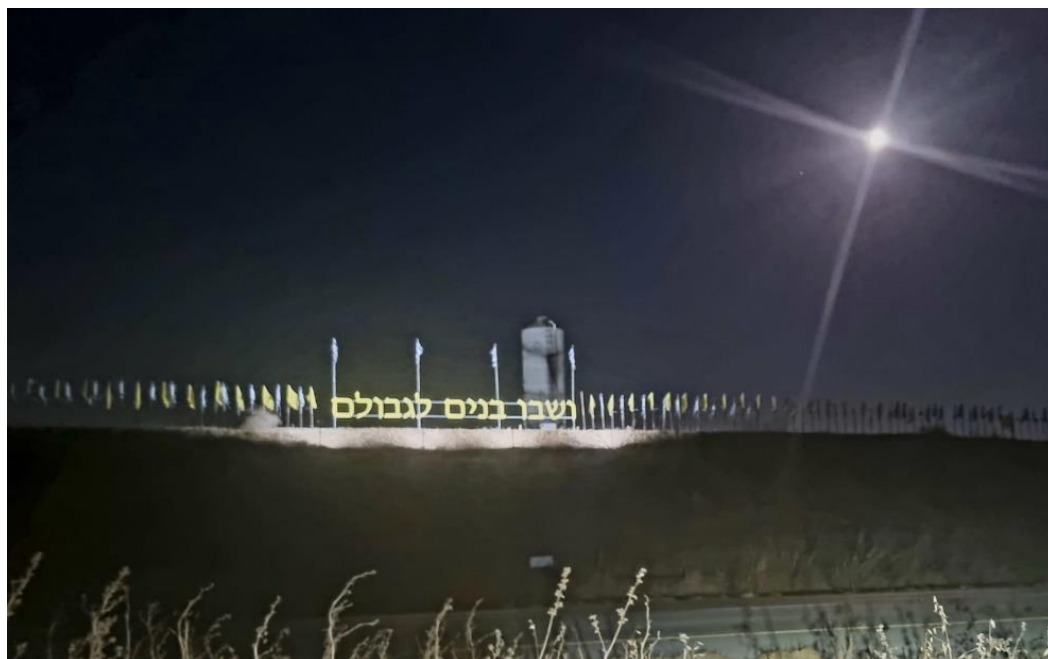
Lisa was now seven, and took special pride in her growing vocabulary. Referring to an American history lesson, she announced, "We learned about the American Constipation, Mummy."

When her mother's sister appeared at the door, the little girl exclaimed, "Ooh, Auntie, I'm so glad you're here, 'cause Daddy said your visit was just what we needed."

A little boy found the old family bible and started thumbing through the pages. As he was turning the yellowed pages, a pressed tree leaf fell out. Wide-eyed he exclaimed, "Hey, this must be where Adam and Eve left their clothes."

DON'T TELL SECRETS IN THE GARDEN
THE POTATOES HAVE EYES
THE CORN HAS EARS
AND THE BEANSTALK.

Photo-Op



Super Moon Over Emek HaMa'ayanot. Tue 20.8

Night Ride with Barry – Photo-Ed



Picking Pears in Kidmat Tzvi – Chag HaMeskek

Tzafnat Mor



Snails on Wild Carrot

Veterans Tiylul to the Aqueduct Beach, Caesarea - Lulu Kahn



More Snails - Lulu Kahn



Credits:

Editor of Hebrew Newsletter: Reut Shaliv

Translated and edited by: Eddie Solow

Proofread by: Biff Markham Oren

Printed by: Zohar Assaf and Hedva Shahrabani

Disclaimer: 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.

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