

The Yizraelite – No 2165 Date: 5.7.24

Kibbutz Yizrael

The true “Fountain of Youth”

"Congratulations to Avigail Shkolnik, Eitan Alster, Doron Elul, Dror Ilan, Harel Penn, Noya Keret, Naomi Brin Dolinko, Inbar Hillel, and their families who are celebrating the completion of their Bar/Bat Mitzvah year (Friday 5.7.24)!"

The Ma'ayan Barmitzvah Group

are proud to invite you

to our Bar Mitzvah play:

“Circus Evening”

Fri 5.7.24

20:00



General Meeting - Asefa

on Monday 07/08/2024

at 20:30

Agenda:

1. Appointment of Natasha Tchernichovsky as the director of the Reserve Fund
2. Allocation of land for the gas station complex
3. Extended Vacation procedure – Shnat Hofesh

Asefa Committee



Thank You Shmuel Hollander

"Thanks to Shmuel Hollander who has been volunteering at Emek Harod School for 3 years. Shmuel meets with children of various ages and empowers them through chess playing in small groups. The children look forward to their lessons with him.

Liel Peretz, Emek Harod School."



"Establishment of Yizrael-Maoz Haim Dairy Partnership

After nearly two decades since the dairy farm unification idea was born - we are pleased to announce that from, July 1, 2024, we are officially beginning the merger of the dairy farms of Kibbutz Yizrael and Kibbutz Maoz Haim."

This merger comes after a long period of attempts and negotiations and marks a significant development for both communities.

Total annual milk quota: 8.1 million litres

1. Yizrael has 53% in the partnership and Maoz Haim 47%.
2. According to the arrangement, the dairy farm will be on Yizrael for 25 years [minus one month].
3. All live inventory is based on Yizrael stock only.
4. Investments:

The first additional shed is already in use by the dairy farm.

We will begin construction of an additional shed in the coming months.

Expansion of the milking parlour will be done in the coming months.

· Expansion of the dairy farm will increase the farm's profit. According to forecasts and the business plan - the total annual profit starting from 2027 will increase by about 1 million NIS as a result of the merger.

Jeremy Perling - Chairman of Yizrael Agriculture and Ron Cohen - Manager of Yizrael

From the Education Council's Desk - Limor Griman

In recent months, much work has been done in the Education Council regarding accepting non-kibbutz children into the early childhood education system. To our great joy, we have a good reputation and are in high demand among residents of the area. However, it's important to remind ourselves and everyone that our early childhood education system operates for the education of kibbutz children and is committed to providing quality education of the highest standard. Only in situations where our age groups are small, and supplementation is needed to create an educational and social group of optimal size, do we accept children from off the kibbutz.

In recent years, we have encountered situations that threaten our ability to maintain the high educational level, characterised among other things by optimal group size. As a result, we had to make decisions on two issues - one concerning the younger children's houses (ages birth to three years), and the other concerning the older children's houses.

1. The birth to age three years children's houses currently operate under two government ministries - the Ministry of Education and the Ministry of Economy. Our kindergartens have an institution symbol from the Ministry of Education that certifies our compliance with pedagogical supervision and safe and proper conduct. Until now, we also held a day-care symbol, which is recognition from the Ministry of Economic

Affairs required for receiving tuition reimbursements for those the state determines eligible according to income tests and socio-economic status.

In recent years, we feel that the disadvantages of the day-care symbol outweigh the advantages, to the point of a real possibility that we will be obligated to accept children beyond our optimal numbers.

After long discussions and deliberations, we invited attorney D'ganit Gal, who provides us with legal counsel, to the Education Council meeting on 5/7/24 to offer her opinion and present the advantages and disadvantages of having a day-care symbol, as well as the advantages and risks involved in giving up the symbol.

We also sought to learn from the experience of kibbutzim that have already given up the day-care symbol and heard that they do not regret it.

At the conclusion of the discussions, the Education Council decided that the disadvantages outweigh the advantages, and that in order to protect the unique character of our system, we should give up the day-care symbol.

2. In the older children's' houses, a situation arose, where for the coming school year, 32 children are expected to be in the Alon Kindergarten, a number much higher than the optimal number of children we set for this kindergarten - 25-26. Several alternatives were examined, and repeated discussions were held with professional sources - kindergarten teachers and a pedagogical advisor, discussions in the education forum, as well as dialogue with non-kibbutz parents.

Finally, it was decided with a heavy heart that all non-kibbutz children will not be able to move up to Alon Kindergarten (a decision also backed by contract, which states that registration for kindergartens is for one year only). Since the decision was made late, some non-kibbutz parents couldn't find a good enough alternative solution and requested to keep their child for another year in Rimon Kindergarten. After considering their request - it was decided to approve it, because we have the ability to maintain an educational program in the kindergarten that will provide a good and appropriate educational framework for our children.

Following this decision, several families from the kibbutz, whose children are moving up to Rimon Kindergarten, expressed concern about the fact that there will be children from different age groups in the kindergarten. The Education Council convened to discuss this question on 26/06/24.

- **In the discussion**, parents presented various studies that do not support multi-age groups at these ages (3-4) and even link it to low achievements in the future. The

studies claim that age gaps between children cause developmental delays for the older ones and frustration among the younger children. It was also said that this is a practice that hasn't been customary with us in recent years and it's not clear if the staff and system have the ability to deal with it.

- **Yael Oster**, the Early Childhood Manager, presented her professional stance and the pedagogical plan for the kindergarten for the coming school year, which addresses age gaps through work in small groups, according to needs and developmental stages. Yael noted that indeed in recent years there hasn't been a dual-age kindergarten in Yizrael and there's no intention to switch to such a work format permanently, but both the kindergarten teacher and the entire supporting system are familiar with multi age education. Moreover, multi-age groups have many advantages - a wider and more diverse social group at these ages provides the opportunity to connect with children with similar interests and abilities, whether older or younger than them.

- **In the discussion**, it was stated that there are many theories that can justify any stance, but the important thing is the human factor... The staff of Rimon Kindergarten is a veteran, skilled, and experienced team, and we are confident that the team is up to the challenge.

- Council members requested that the pedagogical plan for Rimon Kindergarten be presented to all parents before the start of the school year, in order to alleviate concerns.

At the end of the discussion and after the parents left, a vote was held whether to ratify the decision of the Early Childhood Management.

Voting results: 10 members in favour, 1 abstention.

In conclusion and in honour of the beginning of the summer vacation, I want to bless all the children and youth, the educational teams and the managers. May you enjoy an enjoyable, safe, calm, and routine summer.

Limor Griman, Chairwoman of the Education Council

H.R. Update re the Positions of Outside Workers Branch Manager and Entrepreneurship Branch Manager

With the end of **Peter Pezaro's** term as Outside Workers Branch Manager and after the search process, we recommend **Rochele Matalon** for the position.

The appointment will be presented at the asefa and brought to a ballot vote.

With the end of **Shimon Zelas'** term as Entrepreneurship Manager and after the search process, we recommend **Liora Kamilian** for the position.

The appointment will be presented at the asefa and brought to a ballot vote.

We sincerely thank Shimon and Peter for their responsible and dedicated management and wish Liora and Rochele much success.

Submitted by: Erez Peleg and Kinneret Govrin

Human Resources Updates

Update regarding a Technical Secretary for the Mazkirut

At the end of the search process for the technical secretary position and preparations for **Hedva's** retirement and reduction of work hours, we decided to accept **Danit Kirschberg** for the position.

Much success to Danit who will start after her maternity leave.

Call for Applications for Field Caregiver Position in the Third Age

Job Description:

1. Accompanying kibbutz elders as needed, including home visits, building treatment plans, monitoring plans, mediating in various areas, transportation, and more.
2. Contact, support, and accompaniment of family members and various caregivers.
3. Assistance in exercising rights with the National Insurance Institute and various government offices.
4. Partnership in the "Beacon on the Hill ("Or B'Givah) team.

Scope of position: 50% (possibility for increasing the position).

Applications for the position can be submitted to Kinneret - Human Resources or Inbal Adler by 20.7.2024

Submitted by: Kinneret Govrin

From the Duty Roster Manager's Desk - July 2024

Ahead of publishing the September-October 2024 duty roster, I wanted to request a few things:

1. Please inform me about holiday plans if you want to avoid swapping out.
2. Younger generation - those planning to leave, go on vacation, go to study, those receiving Tzav 8 (military call-up order) - please report to me so that I don't schedule you.
3. It's very important to report any plans in advance so that I can take them into consideration.
4. I request that all reports and requests be made through the TimeTable application or by email to toranut@yizrael.com and not by phone.
5. Reminder - after the schedule is published, replacements will be made by the members only.
6. Lastly, regarding cultural duties - they are usually scheduled less than a month before the event because it takes time until a team is formed, and they sit down to plan the holiday program. By the way - those who are assigned to holiday committees are not assigned to cultural duties. I would like to thank Tal Darom for the order and effort in organising the holidays throughout the year. Thanks to all the wonderful duty volunteers.

Shabbat Shalom, Zohar Assaf



Planning Committee Meeting Summary - 19.06.2024

Present: Vicki Hollander, Revital Zelas, Shlomo Levy, Alita Mor, Benny Segal, Zahava Rozilio, Axel Levin

Reported by: Axel Levin

Agenda:

- 1) Presentation of the master plan for the dairy farm
- 2) Request for housing at the dairy farm, for foreign workers

- 3) Request for a pergola for a young generation room
- 4) Private request for an additional entrance to a house plot
- 5) Institutional protected room (mamad) for the Duvdevan Kindergarten

Here's the translation and summary of the section about the presentation of the master plan for the dairy farm:

1. Master Plan for the dairy farm. The meeting discussed the updated master plan for the dairy farm, presented by representatives from agriculture and the dairy sector. Key points include:

- a. The plan allows for about 1000 cows and 800 calves.
- b. It updates a previous plan from several years ago, which became irrelevant due to future expansion plans southward.
- c. The current discussion is for long-term planning, not immediate implementation.
- d. Short-term plans include removing an asbestos roof and requesting building permits for one shed and one hay storage.
- e. Future expansion is planned in the area of the former chicken coops (lulim), requiring an underground passage beneath the main kibbutz entrance road.

The committee discussed various aspects, including:

- Reasons for choosing an underground passage
- Compliance with kibbutz zoning plans, including landscaping and drainage requirements
- Need for a drainage plan to prevent runoff, especially to protect the northern area
- Suggestion to direct runoff to the kibbutz reservoir
- Need for a landscape plan for open areas
- Concerns about the width of the tunnel for trucks

Additional points raised in the current meeting:

- Agricultural representatives consulted with the landscaping team about green areas

- A drainage plan for the entire dairy farm area is being initiated
- Future expansion will require earthworks to change ground levels
- The underground passage is to avoid the mess cows could leave on the road
- The committee requested that the plan be published.

The committee emphasised that the implications of expanding the dairy farm, including crossing the kibbutz entrance road, should have been discussed in kibbutz institutions before deciding on the implementation.

2. Housing for foreign workers at the dairy farm:

Jeremy approached the Planning Committee about the possibility of establishing housing for foreign workers and its location at the dairy farm. Key points include:

- a. The issue will be relevant after approving the establishment of a banana plantation and adding more workers for it.
- b. The proposal is for three containers (in an L-shape), with cooking area, showers, and toilets.
- c. Currently, all foreign agricultural workers of the kibbutz live in a central and organised complex in the 1004 area.
- d. By law, it's permitted to establish housing for foreign workers in "farm building" areas, but at a minimum distance of 50 metres from livestock
- e. The Planning Committee found no suitable area for housing at a minimum distance of 50 metres near the dairy.
- f. The committee argues that living conditions close to the dairy farm are not suitable in terms of health, odor, and environment.
- g. The Planning Committee respects and reinforces the decision made several years ago to establish a centralised and organised complex with proper living conditions for all foreign agricultural workers in one place (in area 1004).

Therefore, the Planning Committee does not approve the establishment of separate housing for foreign workers outside of area 1004.

3. Request for a pergola over a door of a younger generation room:

Ranit Levy, coordinator of the Younger Generation Committee, requested approval to build a small pergola in front of one of the "reishim".

1. Since the Young Generation Committee doesn't have a budget to continue the pergola project, this is a request for a single, privately funded roof.
2. The room in question is a corner room, with a requested roofing area of 3 by 3 metres.

The Planning Committee approves the construction of the pergola under the following conditions:

- a) Maintaining a distance of at least 50 cm from existing paths.
- b) The roof cannot protrude beyond the side building line.
- c) Maximum size of the roof in accordance with the above conditions.
- d) White and light colour materials.
- e) There will be a meeting between the head of the building branch and the Planning Committee coordinator on-site.

4. Private request for an additional entrance to a house plot: A family living in Sadot requested an additional entrance to their house plot. The existing entrance is accessible (for wheelchairs). The requested entrance cannot be made accessible due to height differences and an existing supporting wall, but it is closer and more directly faces the house's front door. The requested entrance requires building stairs, a safety railing, and a path of about 8 metres through the kibbutz's public garden. **The Planning Committee does not approve the request due to the need for construction and implementation in a public area used as a public garden.**

Institutional protected room (mamad) for the Duvdevan Kindergarten: Shlomo Levi presented the intended size and location: 16 metres (gross) on the northern side of the building.

The Planning Committee approved the request.

Contact information for the Planning Committee: Email: planning@yizrael.com Phone: 052-5012116

"From the Diary of a Security Officer" – Yarden Naor

On Sunday, Erez (Community Manager) and I inspected a section of the fence surrounding the kibbutz behind the industrial fishpond, to ensure its integrity after work was done in the area.

A Thai migrant worker from the fish farm, showed us a photo on his phone of an old, rusty bomb he found in the area. I sent the photo to Brent Abramovitch, who advised informing the police. From that moment, quick action was needed, and I oversaw the incident until its successful conclusion. I informed the dairy farm and Maytronics' security officer and reached out to various people who helped resolve the situation. (See Hebrew Alon for the list – Ed)



After taking all necessary steps, Border Police blocked the traffic light intersection due to uncertainty about the explosion's size. The bomb was exploded at 3 pm, thereby concluding the incident.

In conclusion, thanks to all who helped. For all hikers in the fields and on the surrounding hills... if you encounter any kind of weaponry - don't touch it! Move away and call the police.

Yarden Naor - Security Officer

(Not me... forget the police, I will call Yarden. She has experience!!! – Ed)



I Care.... Ranit Levi

Following the Very Optimistic Summary of the HR Management Meeting Regarding (Hiring and Firing) in Maytronics

I would appreciate seeing some numerical data in the Alon to support the statements made in the last issue, presented transparently and without names. Specifically, how many kibbutz members and new residents (not young generation employees) started working at Maytronics since 2023, and how many "resigned, were led to resign or were fired."

* I would like to raise a point for consideration – until today never have members/new residents been dismissed due to workforce reductions.

Ranit Levy



Response from HR Management to Ranit.

As already stated, Maytronics is not experiencing the same growth it had in recent years. Consequently, there are implications, and out of responsibility, actions are being taken in various areas within the company, including workforce cuts in order to restore the company to its best form.

Obviously, when the company's profits decline, there is a direct relationship to the number of positions that open up and the ability to hire employees.

In 2023-2024, 4 members (excluding the younger generation) were hired, two of whom have already left, compared to 3 members who left in 2023 and 3 members who left in 2024. Retirees who left include Henry Baum, Shoshana Mittelberg, Orit Sloman, and Haim Cohen.

It is clear that this is the first time there have been workforce reductions because the situation necessitates it. No one enjoys laying off employees, kibbutz members and nonmembers alike.

The reasons why members left or ended their employment vary (not necessarily dismissals) and, out of respect for privacy, we will not publish those reasons. However, one cannot ignore the reality. There are changes in every workplace. People change jobs for various reasons such as, sense of fulfillment, finding a more interesting job,

career advancement, chemistry and communication, nearing retirement age and wanting to do something different, and more.

Questions constantly arise about how much members really want to work at Maytronics. What is certain is that it is not a suitable place for everyone. We are making efforts to increase the number of member positions and match members to relevant positions despite the complex situation.

We continue to build good working relationships between the kibbutz and Maytronics. I would like to take the opportunity to inform you that, on the initiative of the Kibbutz HR, Maytronics prepared a programme to expose teenagers and the young generation to the company, getting to know the company, jointly thinking about future studies, and the opportunity to integrate into the company's work. We hope for cooperation from the kibbutz bodies to promote this programme.

Best wishes for the continued success of Maytronics – the company's success is the kibbutz's success!

The public is invited to an open discussion about the members' work at Maytronics on Sunday, July 14, 2024, at 20:30.

H.R. Management

Kinneret Govrin



Eulogy by Nitzan Mor Sarid

At Moran's funeral, people were invited to speak. Half spontaneously, I said something semi-improvised to bid farewell. I wanted there to be a written version of the eulogy. This won't be an exact copy, but it seems to me that writing and speaking are not the same, and perhaps it's better to have a more composed version of it:

Sometime between 2020 and 2021, I blocked my sister Moran on Facebook. She thought one thing about vaccines, and I thought the opposite, and every time I saw her post, it led to an argument. We still visited our parents together with her children and my partner, and then there were arguments in real life. Even though we always knew that our relationship was beyond that and that we would be there for one another, in practice, there was tension and a disconnection due to our differing views.

In October 2023, just a few weeks after the national tragedy, my parents asked me and my sister, Gefen, to urgently come to the hospital. Moran had told them that she was hospitalised, but it wasn't clear what had happened to her. The doctor who spoke to us in the emergency room had a very roundabout way of saying "tumour" without saying the words "tumour" or "cancer." While we were all shocked and scared by the revelation itself, my mind started racing with practical questions – what happens now? We are not a big family, and there are so many things to take care of. How will we manage all this? A question that only became more worrying for all of us as the situation became clearer. A question that I could see was also troubling Moran herself.

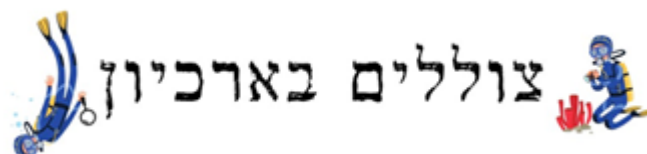
Fortunately, Moran had an amazing ability – she made friendships and connections as naturally as other people breathe. Every time I visited her during hospital stays, I would see her connecting and bonding with the staff.

Almost immediately after we received the bad news, good friends of Moran from over the years came to visit and be with her, helping her cope. They were an integral part of the team caring for Moran, accompanying her to appointments, preparing food, sleeping by her side, and assisting her in countless ways. All of this is not taken for granted, and Moran, my family, and I are all deeply grateful to all of you.

If recovery from cancer depended on willpower, we could have healed Moran's entire neighbourhood. Unfortunately, it didn't work.

I don't think cancer has anything to "teach" us. Cancer is shit that happens and kills. But if there's anything we can take from this tragedy, I would say it's this – understanding that at the end of the day, what we have is each other. The way to deal with the shit life throws at us is to do it together, whether as family or friends

... and most importantly, to love.



Delving in the Archives

Thank you to the Harpaz-Alterlevi family for bringing many items from Danny's estate to the archive. Among the items is the memory book of Arela Shani. Her husband, Michael Shani, known as Micha, was a Palmach member from the Ramat Yohanan training program and in 1948 was among the founders of Yizrael. Arela arrived in Yizrael in 1950 with the Tel Gezer group. They got married in Yizrael in 1951 and had two daughters: Ofra born 1952 and Ayala born 1957. They left in 1957.

There are quite a few gems in the book. Here is one:

On weddings: My aunty Chana bought me a length of Georgette material (Google says it is typically made from silk, ...or a synthetic alternative – Ed) She used her “points” allocated to each citizen at the time of the “austerity”. Obviously, the kibbutz did not agree to sew me a dress so the seamstress on Kibbutz Geva sewed my wedding dress! For the “wave” of weddings that followed, the wedding dress law was far more rigid. 12 weddings in one year. 3 of 4 couples got married together!

Chayale Kushnir relates: The kibbutz secretary bought a roll of cheap material and distributed it to the girls for their wedding dresses. Each bride received two dress lengths. I was thin and short. I wanted three so that my dress could have pleats. They let me have three but...regarding the buttons, there was an asefa. The rule was a row of two buttons. I wanted three buttons in a row. (I wonder what the asefa decided. We will probably never know. Jules, please check if the result is on record – Ed)



יזרעאל, "הנקודה החדשה"

The first buildings on Yizrael

Fundraising Concert for the "Yosef Fund"

We invite you to a fundraising concert for the "Yosef Fund" in memory of the late musician Yosef Gavrilov, educator and clarinet teacher. This scholarship fund will support the studies of outstanding students at the Yizrael Gilboa Music School, each year:

Sunday - 7.7.24. 19:00



From the Library

On Thursday 11/7, 17:30 there will be a meeting with the authors Michal Kreitler who wrote the book "Burnt Edges" and Iris Kaufman who wrote "Taste of Salt". Both books were published by the excellent "Shtayim" publishing house.



The (Almost) Back Cover – Reut Shaliv

Thank you to Yoni Brauman for sending "The Time Has Come" – documentation of the conference held at Menorah Hall on 1/7/24. The conference featured many impressive speakers, and here I have transcribed the words of one of the speakers:

"Hello, I am Etal Malka. I live in Jerusalem, I am a woman and a mother, a social activist, and I work in peace organisations. I want to tell you that I am here today

because this land is important to me. I love it and I am connected to it. I don't know how much of it is because of the education I received, how much is the history, and how much is spiritual, but this is the situation. And look, I am already here and cannot imagine myself anywhere else. I want to live here, and this is where I belong. I know that my Palestinian friends also belong here. They live here. They have a history here, they love this land, and they are connected to it just like I am. The saddest part is that right now, this is a source of division, hatred, and fear, instead of being a place of connection, understanding each other, sharing a common destiny, mutual responsibility in creating a land of life, a land of peace. The land does not belong to us; we belong to this land.

.....



Their word is their bond. As promised, a rusty sink has been erected at the entrance of the dining room, so the idealists don't need to use disposable utensils while a new dishwasher is installed. Strangely, I have never encountered a queue to wash my dishes. Make me nostalgic for miluim in Sinai



Barry Feldman seems happy enough, washing dishes!



Programme for 07/07/24 – 11/07/24

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

Sunday 07 July

Opening the week with Monica.

09:10 Zoom - Amos Dotan – “Not only Security”

10:30 Ceramics room open with instruction from Ziv Ben Bassat

Monday 08 July

08:00 Pedicure with Limor Mualem (by appointment only)

08:45 A gathering at the Music School which will host veterans from Ein Harod for a joint lecture.

16:00 Or B’Givah is open for coffee and lively conversation

Tuesday 09 July

10:00 Games and trivia with Galia Shemi

09:30 Lecture with Rochele Matalon

10:30 Ceramics room open with instruction from Ziv Ben Bassat

Wednesday 10 July

09:30 Nature is Blooming with Hammutal Assaf

14:00 Ceramics room open with instruction from Ziv Ben Bassat

Thursday 11 July

07:00 Pedicure with Na’ama Baum (by appointment only)

10:00 Movie screening with Galia

17:15 Exercises on chairs with Michal Sha’anana

English is Fun - with Rahel

LEARN CHINESE IN 5 MINUTES
(you must read the Chinese aloud)

ENGLISH	CHINESE
That's not right	Sum Ting Wong
Are you harboring a fugitive?	Ha Yu Hai Ding
See me ASAP	Kum Hia Nao
Stupid Man	Dum Fuk
Small Horse	Tai Ni Po Ni
Did you go to the beach?	Wai Yu So Tan
I bumped into a coffee table	Ai Bang Mai Fu Kin Ni
I think you need a face lift	Chin Tu Fat
It's very dark in here	Wai So Dim
I thought you were on a diet	Wai Yu Mun Ching
This is a tow away zone	No Pah Kin
Our meeting is scheduled for next week	Wai Yu Kim Nao
Staying out of sight	Lei Ying Lo
He's cleaning his automobile	Wa Shing Ka
Your body odour is offensive	Yu Sink Ki Pu
Great	Fu Kin Su Pa

CONFUCIOUS DID NOT SAY

Man who wants pretty nurse must be patient.

Passionate kiss like spider web, leads to undoing of fly.

Lady who goes camping with man must be aware of even intent.

Squirrel who runs up woman's leg will not find nuts.

Man who leaps off cliff jumps to conclusion

Man who runs in front of car gets tired, but man who runs behind car get exhausted

War does not determine who is right; it determines who is left.

Man who fights with wife all day get no piece at night.

It takes many nails to build a crib, but only one screw to fill it.

Man who drives like hell is bound to get there.

Wise man does not keep sledge hammer and slow computer in same room.

Man who lives in glass house should change clothes in basement.

And finally, CONFUCIUS DID NOT SAY

“A lion will not cheat on wife, but a Tiger Wood.”

.....more next week

Credits:

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Disclaimer: 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.

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