

**The Yizraelite – No 2109 Date: 2.6.2023**

**Kibbutz Yizrael**

Translated and edited by Eddie Solow

**Edi-torial**

**The winds of change are in the air!** On Monday 5.6 at 20:00 the Asefa will discuss the proposed changes to the kibbutz statutes. This is an important subject. We have been asked to do our homework. The statutes are a binding legal document and all changes to it should be carefully considered. So please read the new and the old statutes!

On Tuesday 6.6 there will be an open meeting to discuss changes to the Kibbutz Work Procedure. The Human Resources Management have taken a hard line and are suggesting strong sanctions for those who do not fulfill their work obligations.

We have a full week ahead so get some rest on the weekend.

Shabbat Shalom- Ed

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**Mazal Tov! A new grandson for Dalia and Yossi Abadi.**

Congratulations to Anya and Liron Abadi on the birth of their son, brother to Larry. Congratulations to the entire Abadi family and Anya's family. Much happiness, joy, health and lots and lots of love!

**Thank You….**

**Yifat Levy:** Many thanks to the Shavuot team, the food branch and everyone who helped. It was a happy festival, everything was in abundance, a moving ceremony showing respect for our wonderful community. Thank you for the great effort you all made.

**Daniel Hyams Assaf**: Although I am biased, because my whole family was part of the excellent team, in my eyes it was a white festival, beautiful, exciting and above all - ours. Thanks.

**Ilana Peleg**: joins in the words of praise for the Shavuot team. Perfect organisation, lavish meals and an amazing ceremony - like every year. Cheers to all those involved in the success. From Yitzchak and Ilana

**Ilana Shani:** "And you rejoiced in your holiday...." Shavuot in the field reflected the dedication of all the workers of the branches, the strength and organisation of all the branches, together with the people involved in bringing us such a happy festival! Thanks to all of you and to the food branch. You made us very happy.

**Idit Halevi:** I join in the thanks for the well organised festival, and a special thanks to the food branch for the magnificent festive meal, both the presentation of the food and the great variety. It was an excellent meal. So too, the cakes in the cafe, really high-class cakes!

Once again, thanks to all the members and residents who rallied and baked great cakes at short notice and with lots of love.

**Michal Sha’anan:** Thank you very much for a lovely and exciting festival. It was fun to see the music school participate for the first time in the ceremony. (Not the first time, I think – Ed)



**Thanks to the team of helpers on Shavuot.**

Last week we celebrated Shavuot of which Kibbutz Yizrael can be proud!

The holiday included 3 different events:

a. A lecture on the "women of the scroll" in the book of Ruth, with the writer Sara Blau

b. Amusement Park, we call "Khaklayada" and the traditional holiday dinner, with about 700 participants.

c. The “first fruits ceremony in the field held in front of about 800 spectators

The holiday team worked, thought, planned, set up and dismantled, but could not have done it without additional good people who volunteered to give a hand.

 Many thanks to all of you - you contributed much to the success of our festival.

 Shavuot team: Avishag Sharoni, Eviatar Assaf, Uri Gilad, Doron Kagan, Hadar Levy-Lavi, Hamutal Ben-Amati Assaf, Yuval Agmon, Tal Wolfson-Darom, Yotam Assaf, Yifat Segal, Navot Assaf, Tamir Lavi.

(The names have been deliberately omitted by me for you – Ed)

**A Proposal to Update the Work Procedure**

(To be discussed in an open meeting on Tuesday 6.6)

At the last H.R.M. (Human Relations Management) meeting held on May 28, 2023; we discussed the comments that were raised by the public regarding the work procedure. As a result, some changes were made to the proposed procedure underlined and highlighted in ***red and bold and Italics***. (Red for the black and white Yizraelite and italics for colour blind readers – Ed)Additional references can be forwarded to Kinneret for the committee’s consideration.

On 6.6.2023, Tuesday, at 20:00, an open meeting will be held so we can discuss the subject.

Everybody is invited!

The members of the H.R.M.: Peter Pezaro, Eddie Solow, Shlomo Cohen, Noa Armoza, Irit Shemesh, Nir Segal, Momi Cohen, Erez Peleg, Yifat Assaf and Kinneret Govrin.

Kibbutz Yizrael - 2023

**Main Changes to the Existing Procedure**

|  |  |  |
| --- | --- | --- |
| **Subject** | **Present status** | **Proposal** |
| Working hours standard - mothers | 40 hours per week | 42 hours per week when the youngest child reaches the age of 12 |
| Work hours - standard | Weekly only | weekly but it will be possible to transfer excess hours within a calendar month |
| Retirement age | As by law - women: 62  Men: 67 | As by law  women: 62-65 (see table) men: 67 |
| Reduction of working hours | From the age of 60 it is possible to reduce work hours to 36 hours per week  Weekly only | No reduction in working hours until retirement |
| Pricing of working hours in the community (for registration purposes only) | All community workers costed NIS 40 per hour | Pricing jobs in the community realistically for each job (similar to holdings/agriculture) |
| Overtime | No mention | Approved only by the manager of the branch/sector |
| Single parent | No mention | Additional 8 days off until the youngest child reaches 18 years of age |
| Annual leave | 24 days a year and extra days for simchas | 24 days a year  No extras |
| Utilisation of annual vacation days | 60 days | 48 days |
| Transfer of vacation days between spouses | Unlimited | The accumulation is personal and non-transferable except for maternity leave up to 24 days a year |
| Costing of leave days | No mention | The days off will be costed for registration purposes only |
| Recording of work | No mention | The default: A non recorded day will be considered as “Leave” |
| Sick days | In practice - Not recorded | Management, control and limitation of sick days according to the law |
| Noncompliance with minimum work hours  Lowering bonuses in accordance with non-compliance with the duty of work and shifts | Graded table of sanctions | Lowering bonuses in accordance with non-compliance with the duty of work and shifts |
| Shift duties (Toranut) | No mention | Shift duty will be considered part of the compulsory work duty but will not be recorded as working hours |
| Job search period | Up to two weeks | Up to one month |

**A proposal to Update Kibbutz Yizrael’s Work Procedure**

**1. Introduction**

The purpose of the work procedure is to regulate the rights and duties of the members of the kibbutz in the field of work. The principles of the kibbutz and its unique way of life, the law of the State of Israel, and specially the labour laws, together form the basis of the procedure.

The work procedure outlines a set of internal rules that bind the kibbutz institution and its members.

Everything stated in this document refers to women and men.

From the date of formal acceptance of this procedure, the previous procedures will be null and void (the previous registration and accounting are not reset. From this point on, the registration method will change, going forward).

**2. The principles of the work system in the kibbutz**

2.1 **The member's responsibility:** The responsibility for work and earning a living rest with the member. The HR manager will assist the member in searching for a job, trying to find a job to suit the member's skills and abilities, and as needed.

2.2 Job scope: Kibbutz members are obligated to work full-time (42 hours per week) until the pension age without reduction of hours. Mothers will work 40 hours per week until the youngest child reaches the age of 12. After that, they will increase to 42 hours per week.

***2.3 Parent position: There is a choice within the family unit, in coordination with the workplace, as to which of the spouses will work 42 hours a week and which will work 40 hours per week. A sequence of at least one year in the same standard and within a calendar year is required. You must get permission from the manager of H.R. to reverse this arrangement.***

2.4 The work week is 5 working days. If necessary, a workplace will be defined as 6 working days a week. In the calculation of working hours, mealtimes will not be taken into account except in the education system and in places where this has been agreed upon with the approval of the H.R.

2.5 The working hours standard is weekly, but it will be possible to transfer working hours within a month (182 working hours per month). In the event of a lack of working hours at the end of a month, the hours will be deducted from the vacation days pool.

2.6 Overtime is defined as work hours over and above a full-time job. As a rule, there is no approval for overtime unless approved by the branch/area manager and the relevant sector manager (community/business manager). For working overtime, the member will be entitled to additional hours off.

2.7 Work registration: It is the worker’s obligation to register his work. It is the member's responsibility to check his monthly work report including the remaining vacation days available to him. It is the branch manager's responsibility to verify and approve the employee's work report.

2.8 Retirement age: In accordance with state laws (currently between the ages of 62 and 65 for women and 67 for men. See table). An outside worker who takes early retirement is required to find a full-time job until he reaches retirement age.

2.9 In exceptional situations: a member of working age, who cannot work due to medical or other reasons, recognised by an official body (internal and/or external), a written agreement will be undertaken with him, which will regulate his work according to his condition. National Insurance benefits and loss of work reparations will be transferred to the community treasury.

2.10 Shift duties (Toranut): will be considered part of the work duty for all intents and purposes but will not be recorded as working hours.

2.11 Military Reserve Duty: will be considered working days upon presentation of a docket.

**3. Failure to comply with the work obligations**

3.1. A member who does not hold a full-time position will be required to make up for the missing hours at a place of work that will be approved by the H.R. manager.

3.2. The missing work hours will be deducted from days off and the work bonus.

3.3. Failure to fulfill the work quota will result in a deduction from the work bonus and vacation days according to the how much of the total work obligation was actually fulfilled.

3.4***. If the member worked less than 70% of his minimum workdays on average, during the year, his earnings bonus will be reduced accordingly. For that year, the member will not accrue a year of seniority.*** (In addition to the bonus reduction – Ed)

3.5. The accounting will be done annually and applied to the final distribution of the profit bonus and vacation days in December.

3.6. The members may appeal the decision to the H.R.M.

3.7. **Emphases for this section:**

3.7.1 reduction of the bonus and the reduction of vacation days do not exempt the member from completing the missing workdays.

3.7.2 Study applications of members who do not fulfill their work obligations will not be considered in that year and the following year. (Even after bonus reductions).

3.7.3 Making up of work deficit by working on Saturdays or overtime, will be in required workplaces in coordination with the manager of H.R.

**4. Vacation and Absence Days**

4.1. Allocation of vacation days and absences

4.1.1 The annual leave quota for each member is 24 days per year with the only addition being 7 days of bereavement leave for first line family members.

4.1.2 A single parent (single parenting: a unique structure of parenting in which a woman or a man creates a family alone) will receive an additional 8 days until the youngest child reaches the age of 18.

4.1.3 It is the responsibility of the H.R. manager to carry out a quarterly check to identify ahead of time the possibility of entering a minus for days off and will inform the relevant members (directly or through the branch managers).

**4.2 Accumulation and realisation of vacation days**

4.2.1 The right to vacation is a basic right and it is the manager's responsibility to ensure that the employee's vacation days are used.

4.2.2 Leave requires the approval of the employee's direct manager.

4.2.3 A member can utilise up to 48 accumulated vacation days consecutively per year, (excluding Fridays and Saturdays), with the approval and coordination of the workplace and the manager of the H.R. It is not possible to take 48 vacation days one year and take an additional 48 vacation days in the following year.

4.2.4 Exercising use of vacation days beyond the accumulated 48 days requires the approval of community management (subject to the vacation procedure) in addition to the branch manager.

4.2.5 It is the branch manager's responsibility to ensure that the days off are recorded.

4.2.6 The accumulation of vacation days is personal and cannot be transferred from person to person except between spouses for the purpose of extending maternity leave during a calendar year only. The number of vacation days transferred between the spouses shall not exceed 24 days per year. The transfer operation will be carried out by contacting the HR manager and with his approval.

4.2.7 A day off will be considered for the branch as a day to be paid for each employee according to the hourly costing.

4.2.8 No work hours will be credited during vacation.

**5. Pregnancy and maternity leave**

5.1 Entitlement to maternity leave allotted by the National Insurance is 15 calendar weeks.

5.2 The kibbutz allows taking maternity leave for up to six months at the expense of accrued vacation days (15 weeks will be financed by social security) in coordination with the workplace.

5.3 The family may use part of the maternity leave for the use of the father.

5.4 The maternity leave can begin in the last month before the birth.

5.5 In the case of multiple births, the maternity leave can be extended for a month (at the kibbutz’s expense), and the kibbutz will also assist the family in caring for the babies according to the family's needs and the kibbutz's capabilities.

5.6 In the case of hospitalisation of a baby or its mother during the 15 weeks of maternity leave, decisions will be made regarding the extension of the parent's maternity leave, in coordination with the clinic.

5.7 It is the responsibility of the family to inform the HR manager two and a half months after the birth, regarding the date of return to work and to coordinate the date of integrating the baby with the preschool coordinator.

5.8 If the integration of a baby into the system is delayed after the date agreed upon in advance, for reasons that depend on the education system, the education system will absorb the days of the delay so that they do not decrease the total of the parent's time off.

5.9 the process of integrating the baby into the system takes a week and the parent must take this into account when planning the desired date for his return to work.

**6. Sick days**

6.1 A single or first day for illness is at the member's expense and will be deducted from the member's accrued vacation days quota.

6.2 Absence due to illness of a first line relative (parent/child/spouse/grandparent/grandchild) will be counted as a sick day from the first day of illness.

6.3 The sick days will be approved by the direct manager upon presentation of a medical certificate.

6.4 Costing of Sick days: Each member will receive a quota of sick days when this procedure is introduced and will accumulate 1.5 days each month up to an accumulation of 90 days in accordance with state laws.

6.5 Sick days are not redeemable.

**7. Beginning work in a particular branch.**

7.1 The authority and responsibility for selecting an employee rest with the sector manager.

7.2 A new position or a position that becomes vacant will be advertised by the H.R. manager for the members’ information, specifying the job requirements.

7.3 Before starting work, the position, the scope of the job and the terms of employment will be defined.

7.4 Issues related to the employment of first-line relatives in branches are subject to the discretion and approval of the H.R. manager and the sector manager.

**8. Termination of work**

When the member is the one who wants to resign, he will notify his superiors one month in advance, and in any case, he will not leave his job immediately, unless the member, the branch manager and the head of the H.R. agree to it.

8.1 When the reason for termination of employment is efficiency and/or reduction in manpower, a decision will be made at the workplace, in coordination with the kibbutz's H.R. manager. Transparency of information will be maintained towards the member, and he will be given one month's advance notice, as required. The seniority and age of the kibbutz member will be considered. The manager of the branch will do as much as he can, not to lay off a long-term kibbutz member approaching retirement and always with the approval of the H.R. manager and the sector manager.

8.2 When there is an allegation of inadequacy, and/or problems with his performance, the branch manager is required to hold a documented feedback meeting together with the H.R. manager, in order to give the member an opportunity to improve, while setting goals for implementation. If the efforts fail, it is the authority of the branch manager, together with the head of the H.R., to decide on the termination of the member's work. A decision to terminate the member's work will be communicated to the member.

**9. Job search**

9.1 The responsibility for looking for a job is the responsibility of the member.

9.2 The manager of the H.R. will assist the member, upon his request, in finding a job.

9.3 Each member will be given up to a month to look for a job. In the middle of the month there will be a meeting with the H.R manager to get feedback and provide assistance as needed.

9.4 If, after a month, the member has not found a job, he will make himself available to the H.R. manager according to the needs of the kibbutz.

9.5 The first time, a month-long job search will be possible after completing at least one year of continuous work.

9.6 Receiving job search days for the second time will be possible only after two years.

**10. Job posting**

The H.R manager. will publish information about vacancies before they are filled. The process will include publishing a job description and will be carried out in a transparent and professional manner.

**11. Giving preference to kibbutz members**

When filling a vacant position or a new position in the kibbutz branches, preference will be given to a kibbutz member over a salaried employee, provided there is a match and compliance with the requirements according to the job description.

**1. Retirement**

12.1 It is the member's duty and responsibility to work full-time until retirement age according to state laws.

12.2 The kibbutz encourages its members to continue to work after retirement age in accordance with the members’ wishes and in coordination with the branch manager and the H.R. manager.

12.3 Before the member reaches retirement age, the branch manager, in coordination with the H.R. manager, meets with the member and agree on his retirement from work or on the format of his continued work.

**2. Validity of the document**

The responsibility for controlling the implementation of this procedure in its spirit and language rests with the kibbutz Human Resources Manager together with the support of the Human Resources Management (H.R.M)

The approval of this work procedure will be by ballot and will cancel the previous work procedures that existed in the kibbutz. The work procedure applies to all members and candidates.

3. Appendices (not included – Ed)

• Appendix 1 - Retirement age table for women

• Appendix 2 - Procedure for foreign workers

• Appendix 3- Entrepreneurship procedure

• Appendix 4 - Shift procedure

• Appendix 5 - Tenure procedure

• Appendix 6 - Selection procedure for positions

**Invitation to a General Meeting (Asefa)**

**on Monday 05/06/2023**

**at 20:00**

**In the Moadon + on channel 900**

**Agenda: Updates to the kibbutz statutes - Invited: Adv. Omer Cohen**

**The background material is in kehilanet, and printed material can be found in the mazkirut.**

**AsefaCommittee**

**A Message from the Asefa Committee**

On Monday, 5.6.23, a meeting will be held at 8:00 p.m. The topic on the agenda is the kibbutz statutes.

In the announcement in Kehilanet two files can be found: the current statutes, and the statutes proposed by the management committee.

Advocate Omer Cohen is invited to the meeting. He will present the statutes and the legal aspects thereof. The lawyer will refer to the comments sent to him in advance and will also answer to the best of his ability questions that will arise during the discussion.

The chairman of the meeting and the secretary of the meeting will record any amendments or private proposals, and we will hold a vote at the end of the meeting. If several meetings are required to pass all the statutes, the meeting will end at 10:30 p.m. and we will continue next time. If there are votes, we will hold them until 11:00 p.m.

We remind the public that changes in the statutes require high voting percentages and a high percentage of members in favour. (75%)

As written in Part V, Section 3:

"The kibbutz may decide on amendments or changes to these bylaws if a decision to this effect is passed by a three-quarters majority of all those voting for and against at the ballot provided that the number of voters supporting the amendment is not less than two-thirds of all kibbutz members."

Accordingly, your presence and involvement are very important. (This applies to the final vote in the ballot but not to the amendments – Ed)

Thank you,

Asefa Committee

**Ordering Yizrael 75 Shirts**

Anyone interested in ordering "75 for Yizrael" t-shirts is invited to fill out the form on Kehilanet:

Service and orders >> Service calls and forms >> Private order for the 75th holiday shirts

Children's sizes: 2 - 18

Adult sizes: S - 5XL

Please Note!

Sizes 2 (children), 4XL, 5XL - available in white and light blue with print, (not like the other shirts

The cost of each shirt - NIS 14.

The order form will be open until 11.6.23.

Tal Wolfson-Darom and the 75th anniversary team



**Impressions from the Third Meeting in the Programme**

**to Ease the Transition to the Young Generation**

Last Sunday we held the third meeting with the boys and girls of the Dror Group in the Easy Transition program to the young generation.

Shlomo Kamilian came to talk to the group about personal development and educational training as well as the life advantages of excellence for those who make a special effort in their studies.

A very pleasant conversation took place, in which the young people shared their thoughts about their professional futures, their concerns and their dreams.

Shlomo shared with the group what is happening in the business world and the connection between educational training and the acquisition of a profession and that today, unlike in the past, it is possible and desirable to involve several areas of interest together and constantly stay updated.

Shlomo talked about the guidance and support that the kibbutz gives to every boy and girl in the area of higher studies and also for those who are unsure - there is someone to turn to.

We concluded the meeting by hearing from Shlomo what professions are required on the kibbutz and an explanation of what the “Excellence Fund” is.

It would seem that most of the Dror group are preoccupied during this period with finals, graduation parties, the year of service and the army... but we believe that the points that were raised in this important meeting will remain embedded and will resurface again at the appropriate time.

Keren Kagan, Young Generation Committee

**An Important Request from the Food Branch**

On Wednesday 14.6.23 - the food branch is going on a branch fun-day outing.

We ask for your help in operating the branch on this day – volunteers are needed for the kitchen, the dishwasher and the dining room.

Those who want and can are invited to contact Adi Laviv 0508662586

Thank you in anticipation!

**The Partnership House**

Kindly Note!

Since no regular arrangement was found for cleaning the remaining room in the partnership house -

We ask the hosts to clean the room at the end of the stay.

Thank you!

**The New Community Diary - Idit Halevi and Yifat Segal**

In our large and diverse community, many events take place every day - meetings, , cultural events, education and more...

To be able to follow the various events and coordinate between the many bodies in the community more easily, we have been leading a change in the way we conduct ourselves in recent months:

An **"events diary"** appears in Kehilanet, it has been used for some time as a replacement for the "community diary" which was until recently in the mazkirut.

Anyone can get to this diary and add the "event" they wish to schedule.

In this way, when we come to coordinate any event in the kibbutz (whether it is a wedding, a bat/bar mitzvah or a committee meeting) we will be able to know what is already planned for that day in the community and avoid a "collision" of events.

So, if you manage a committee or a branch or want to set a date for your grandmother's 100th birthday - enter Kehilanet, find a suitable date and enter your event.

**How do you do it??**

**On a mobile phone:**

1. Enter Kehilanet and click on the drawing of a house at the bottom of the screen

2. Find the "Events" button and click on it

3. At the top of the phone screen, click on "Add event."

4. Fill in the details (event name, date, time)

5. To finish, click on "Send" at the bottom of the screen (on some devices you have to scroll down to find)

**On a computer:**

1. Enter Kehilanet, at the top of the screen, click on the word "Events."

2. Now the monthly events calendar will open for you - on the left side (in the upper third of the page) click on "Add event."

3. Fill in the details in the window that opens (title, date, hours)

4. To finish, scroll down and press the "Add event" button

 Please note that registering the event in the event diary does not replace the obligation to book the space you intended to use - club, pool, old dining room, etc... as was the case up until now.

With regard for order and better coordination,

Idit Halevi - responsible for public spaces,

Yifat Segal - Director of the Culture, Leisure, and Society Cluster)

**(Easiest way - ask your grandchild to do if for you – ED)**

**“IMAGINE" – in the Gilboa - Ilana Peleg**

On Sunday 21.05.23 the main concert of the Music School took place, the theme of which was “British Music”.

This year we held two shows in a row: the first for musicians from five elementary schools studying in the "Amadeus" program and this year a young bassoon player joined the programme.

Many orchestral and vocal combinations were performed. Among them was Annabelle, Bernice and Milton Kaplan’s granddaughter, who sang in English (her mother tongue) the song "The King's Road" by Edward Elgar, accompanied by the "Kleizmerband".

In addition, this year the musicians formed a "symphony orchestra", including two timpani drums and two harp players.

A big thank you to the team of teachers who rallied to put on the show, and to the parents, who volunteered and helped make the evening a success!

Below are some comments sent to us over the last week after the show:

♫ "We heard a magnificent repertoire of diverse and wonderful work, performed with professionalism and precision as always. Our children were on a (cultural) HIGH and the parents and grandparents are still wiping away tears of excitement."

♫ "It was tremendous! What a level! Kudos to Stas and the dozens of wonderful teachers. There was definitely artistic perfection."

♫ "The show was an impressive event, at a professional level, with a sensitive and educational approach to every girl and boy. You gave our children a place of honour and an extraordinary experience! It is not taken for granted to put 180 children on one stage and give everyone a feeling that they are worthy and seen! Keep doing your magic, like Stas says: hard work, but the result is spectacular."

♫ "...a lot of dedication is required to develop a relationship with the young students as individuals and as an orchestra. It is evident that the children appreciate and make good use of the privilege of working in an enriching and professional learning environment like yours. The program was comprehensive with thought to all the details: video art, lighting, amplification, stage arrangement and what not?

♫ Some of the children have been playing for such a short time and yet they took part, performed in front of an audience and gave an uplifting and heartwarming show!"

♫ "I enjoyed a wonderful evening that was superbly prepared, with light pieces that gave a platform to first-year children in the wonderful "Amadeus" program, and to the talented graduates. Cheers and I'm already looking forward to more shows like this."

♫ "Thank you for all the hard work and the important contribution to our children. I wish you many more years of education, creation and love for music at Music School."

Collected by Ilana Peleg on behalf of the Music School team.

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**Programme for 4.6.23 – 8.6.23**

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

**Sunday 4/6**

Opening the week - baking with Monica.

07:00 Feldenkrais with Ilana Lahav (BAO)

09:10 – 12:15 Zoom lecture, “Ron Barak – Treks in Sinai and Jordan” (with Galia)

**Monday 5/6**

08:30 Pedicure with Limor Mualem (BAO)

09:30 Art lecture with Chas

16:00 Open for coffee, cake, chats

**Tuesday 6/6**

10:00 Trivia quiz and brain teasers with Galia Shemi

16:00 – 17:45 Ceramics room is open under instruction from Miki Touz

**Wednesday 7/6**

09:30 Blossoming Nature with Hammutal

17:00 Tai-chi (advanced) with Einan Grosser

**Thursday 8/6**

07:00 Pedicure with Na’ama Baum (BAO)

10:00 Movie – “Days of Heaven” with Galia Shemi

17:15 Exercises on chairs with Michal Sha’anan

**The Shibolim Bar Mitzva Group**

**Invite You**

**To the Kabbalat Shabbat**

**On Friday 2.6**

**19:00**

**In the Dining Room**

**Save the Date**

**The 75th Anniversary celebrations continue.**

**The Grand Reunion of Kibbutz Yizrael Age Groups**

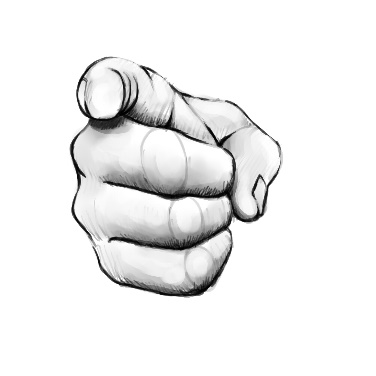
**And the unveiling of our “Tree of Life”**

**22.7.23**

**Let the children know in good time!**

**We need a contact person for each age group.**

**If you are willing, please let Yael Epstein Cohen know.**



**English is Fun - with Rahel**

WHO WAS THIS WOMAN WHO GAVE BIRTH TO ONE OF THE GREATEST GENIUSES OF THE RENAISSANCE?

Investigating her story, Professor Vecce traced another part of the history of the Jews. “Traveling from Russia, Caterina certainly passed through the Taman Peninsula, near Crimea, which opens on the Azov sea.”

The peninsula owes its name to David of Taman, the king of the Jewish Khazar kingdom that briefly existed there during the 7th to 10th centuries. It seems that some traces of the Khazar kingdom still existed in the 15th century, when the peninsula was controlled by the Genovese Jewish Ghisolfi family. The region was ruled by Jewish consuls until the Ottoman Empire put an end to it at the end of the 15th Century.

Most of the slave ships traveled from the Venetian colony implanted at Azv (then Tana) to Constantinople. From there, one can follow Catarina to Venice, and then to Florence where she was bought by her new master, Donato di Filippo, who put her to work both in his clothing workshop and at the service of his wife.

That she was a sex slave is attested by the fact that she already had several children by Filippo when at 15, she met da Vinci, Filippo’s solicitor, who at first “borrowed” her as a nanny for his daughter Marie, and then fell so much in love with her that he freed her from slavery after Leonardo’s birth.

“Da Vinci himself was no stranger to the Jews,” says Professor Vecce. “His main customers were among the Jewish community of Florence.” Piero da Vinci ended up leaving Florence for Milan. Caterina died there in 1493 and was probably buried in the San Francesco Grande church, where Leonardo had painted the “Verginne delle rocce” a few years before.

As for Donato di Filippo, after his death he gave his money to the church of San Bartolomeo a Monte Oliveto, for which Leonardo would paint the “Annuniation”. Coincidentally enough, the background of this painting shows a mountain very similar to Mount Elbrus, the highest summit of the Caucasus mountains. An Oriental port quite similar to the port Caterina passed through when she was a slave also figures on the painting.

According to Professor Vecce, “Caterina certainly fed young Leonardo’s imagination with the memories of her travels. Circassian people had a reputation for being untamed, free of mind, and wild. I like to think she taught him the spirit of absolute freedom that can be found in his scientific and intellectual researches. The freedom of mind that is not bound by prejudices or authority.”

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………….more next week