

The Yizraelite – No 2141 Date: 12.1.24

Kibbutz Yizrael

Edi-torial This week, I would like to recommend you read Gaia Sankar's column. It will make you feel better, I guarantee. Have a good week.

Edi-tor

Invitation!

Economic Council

Monday 15/01/2024

19:30

Agenda:

Approval of a budget for the construction of youth housing

Council Committee

News of our Younger Generation

Na'ama Assaf and Alma Shkolnik were released from the army.

Congratulations!

The Lobby has Undergone a Facelift

Since the furniture was upgraded, the lobby has become a significant and sought-after place for social gatherings of all ages. At any time of the day, the lobby is filled with happy sounds and sights of adults and children enjoying the place and its atmosphere.

Lighting and flowerpots will soon be added.

We ask for the help of parents and children in maintaining the place:

☒ Collecting the leftovers and wrappers that remain.

☒ Maintaining cleanliness (when something is spilled – wipe it up).

☒ Maintaining the furniture (avoid dragging tables, jumping on them, cutting on the tables, sitting on them, rolling the stools - all this destroys the furniture).

We ask for your cooperation.

This is definitely a great opportunity for everyone to raise awareness and educate about caring for public property.

Soon we will add more beautiful corners for the public's well-being.

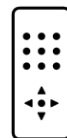
Happy to be at your disposal,

Visibility team

Smadar Agmon, Noa Armoza, Revital Zelas, Idit Halevi.



New Broadcast Package Agreement with Hot



For many years we have been enjoying watching the Hot channel package. The agreement provides a uniform package of channels, and any family that wishes to expand the package or enjoy additional services offered by Hot, purchases them directly.

When we came to renew the contract, we found several issues that require attention and change.

- The world of communication has changed both in the technological aspect and in the way broadcasts are distributed. Smart TVs, streaming services, optical communication, and other factors affect the way we enjoy TV broadcasts.

- There is a large gap between the amount the kibbutz pays to Hot, and the amount the kibbutz collects from the viewers.

To better prepare for negotiations, we will soon distribute a survey that will help us understand current viewing habits and preferences for the future. We seek to reach as large a sample as possible of respondents, to understand needs and preferences.

Maor Persai and the media team.



From the State of Emergency Committee – Lilach Ron Harpaz

This week we established a new communications system. In an emergency situation, there is a neighbourhood (or cluster of houses) coordinator who is responsible for sending a message to check the well-being of the people on list. I hope you have already been exposed to the wonderful animation, which briefly and clearly explains the rationale and necessity of the project.

We asked each neighbourhood coordinator to send a trial notice to practice the event, so please cooperate. Those who do not receive a message in the coming days are asked contact me or Hedva. A huge thank you to Hedva for her dedicated work on the project.

Two important emphases - Youth and the young generation, are not on any list. In an emergency, every parent is asked to make sure that their children, including the younger generation, are okay, and the parents must report to the coordinator of their neighbourhood, if there is a problem. It is important to convey to the neighbourhood coordinator, the number of people the house, and whether you made contact with the children.

If you do not answer in the group and we receive a report about it, it will waste valuable time, possibly at the expense of those who may really need our help.

Those who are not on the kibbutz are also asked to notify neighbourhood coordinators that they are not in the kibbutz (only when receiving an SMS from the coordinator).

Please watch the video, at least twice. We are available to answer questions. Thank you to the wonderful "Isabel Productions" Team - Adva for the animation, Tsafnat for the subtitles and Ori Ayalon for the narration.

Distress button - this week we installed a distress button in the guard house, which will enable us to respond to any incident that the guards encounter. Unfortunately, few will see it... because too few people have signed up for the guard duty lately. That's a shame!

And what's next? We have a big exercise ahead of us on February 28, 2024. The exercise will include the entire community.

Lilach Ron Harpaz



Asefa Report - 8.1.24

Chairperson: Shlomo Cohen

Asefa secretary: Eddie Solow

Present on Zoom, channel 900, and in the moadon at the beginning of the meeting: 42 kibbutz members.

1 - The search team's recommendation for a second term for Erez Peleg as community manager

Erez asked to present his position before the discussion that took place without his presence (as is our custom). Erez said he would like to continue for another term. He feels that in the past three years he has come to know Yizrael and the members well. Erez sees a process of constant improvement throughout the period, and it would be a shame for him to stop it now and not continue to impart the knowledge and understanding of the place that he has accumulated.

The search team's work process included updating the definition of the role of community manager, getting feedback from 30 members and office bearers, in which Erez's many strengths and some points for improvement were highlighted. There were two meetings with Erez. In the meetings with Erez, the team passed on candidly all the positive and negative points that were raised. In the end, the team formulated its positive recommendation which was presented to the asefa.

Kinneret concluded with these words: "It is known that every manager is suitable for a different time and situation, and when we look at it in the light of the current situation

in Israel, we believe that in this difficult time, stability, continuity, certainty and security are of great importance. Erez operates in a systemic, loyal, and honest manner, He has no ego, and his quiet and respectful management, which gives space to everyone along with setting boundaries and upholding the decisions of the kibbutz, seems appropriate.

Stas Gavrilov, coordinator of the services committee and member of the community management, supports the team's recommendation. He added that in his position as the Director of the Music School he benefits from Erez's support and help. Erez is a manager who often leaves his office and is in the field and makes it his business to understand issues on site.

Peter Pezaro asked if there was unanimity among the elected officials, regarding the team's recommendation, and received an affirmative answer.

Limor Griman, Director of the Education Cluster, is of the opinion that regardless of "time and period" Erez deserves to be elected for another term.

Elad Ilan added that the main strength is Erez's stability and his desire to continue with us. Erez's two predecessors in the position did not last more than a year, thereby holding up projects. Since Erez arrived things have been moving.

Ehud Cohen, the director the "Ta'asukon", reinforces the words of the speakers before him. Even during his time as security chief, he enjoyed an excellent working relationship with Erez. Erez works to promote his branch.

The ballot was held via Kehilnet on Wednesday 9.1 and Thursday 10.1 this week.

Stop Press: Erez was elected for a second term of office. Congratulations and best of luck. "Call us not your children, but your builders."

2- Approval of the route chosen in the ballot for the food branch.

Presented by Erez Peleg

- On January 18, 2023, three options for routes for the food industry were presented at the general meeting. The following option was chosen by ballot: "In-depth examination of a cooperative route with controls and financial solutions for extreme cases and Friday meals".
- The community management assigned the task of examining and making recommendations for the implementation of the decision to a team that included the representatives of the food industry - Itzik Shechter and Adi Laviv, a representative of

the community management - Tamir Blass, the finance manager - Maor Persai and the community manager - Erez Peleg.

- The team examined options for controls, while making sure to stay within the framework of the option chosen, as well as solutions for “extreme cases”. The process included:

- Understanding the task and learning the material
- Learning from kibbutzim where control systems are in force.
- Examining technological options for performing control
- In-depth examination and selection of a way to address “extreme cases”
- Presentation to the community management on September 3, 2023
- The intention was to present the plan to the asefa after the High Holidays - originally scheduled for 9.10.23 and this was postponed due to the war.
- Implementation of the decision by April 2024

Proposal for a control system

The control system will be based on an input device with an interface to the Synerion company's system, similar to the device currently used by salaried employees. The identification will be carried out by entering a card, or typing a budget number, or using a fingerprint. If you would like more than one portion, you must type in the requested number of portions when identifying yourself in the system, collect the receipt in which the number of portions is indicated and give it to the servers. The servers will provide the number of portions according to what is written on the receipt. The control will be carried out for all meals.

At breakfast and dinner, when there is no serving, there is no need to hand in notes (but it is necessary to identify yourself).

More input stations will be placed at the main entrance to the dining room, to ease the pressure at the entrances.

Cost of the installation of two additional input devices + adjustments: NIS 12,000.

A pilot will be carried out during the month of February 2024 with the participation of about 20 people. During the pilot, the possibility of working with Synerion's application will also be tested.

Solutions for “extreme cases”

This is a solution for special cases in which a family unit does **not ever** benefit from the services of the food industry, including food distribution (except vegetables and bread), and will undertake to refrain from doing. Regarding the number of extreme cases, only those currently known to the community management and the food industry will be eligible. The “Extreme Case solution” is for a family unit but will not include children up to the 7th grade, and a young adult (youth from the 7th grade) will also pass a means of identification, regardless of his / her parents. Nonmembers cannot be included in this arrangement.

To avoid being dragged into a “hybrid route”, the number of extreme cases will be defined up to 5% of all members. If it turns out that there is a demand for more than that, the matter will be returned to the asefa. The budget for food will not be credited directly to the member, but he will be able to buy goods at the kolbo according to the defined amount.

Cost of food per day, as of 2023: 18.5 NIS per day (after a deduction of 4.5 NIS per day for bread and vegetables).

Amount for a single member*: NIS 555 per month

Amount for a couple (both members) *: NIS 1,110 per month

Friday meals

☑ The solution will be based on the supply of uncooked meat according to pre-registration on Kehilanet, supplied via kolbo on Thursdays.

☑ Those who register to collect uncooked meat will not be allowed to take meat portions from the dining room.

Discussion:

Peter asked about the possibility of taking two half portions. Answer: In this case, according to this system, the person will need to register **two** portions. (Remember there is no charge - Ed)

Jeremy is of the opinion that the method will not yield useful information to the managers of the branch, there are more sophisticated and expensive methods that would give answers, but that is not what we are talking about.

Tamir said that the method works well in Kibbutz Sasa, where he works. Itzik replied that in conversations with Sasa's “econom” (Branch Manager), he was told that he does not look at the data at all, and that the system for hired employees is a different

one. As far as the food branch manager of Sasa is concerned, the controls used in Sasa regarding food are not effective, the system does not always work, and the data obtained are of no use.

Barry Feldman said that the expense per diner, for vegetables and bread is not much and certainly does not justify such a complicated and expensive operation. Uri asked us to think carefully about Barry's claim.

Talia Arad is doubtful whether our small and busy store, will be able to carry out the task of distributing food on Thursdays without affecting the service. Erez replied that there are plans for enlarging the kolbo and they will take the matter into consideration. If necessary, we will add personnel to the team.

In a vote in the Kehilanet on the issue of “control of the vegetable market”, the proposal was defeated 76/36 with 4 abstentions.

On Sunday and Monday, a ballot will be held in the Community Network to approve the proposal of the control outlined above (without vegetable controls). If the proposal is approved by the ballot, the economic implications will be brought to the Economic Council for discussion.

Eddie Solow - 7.1.2024



Summary of the H.R. Management Meeting - 7.1.24

Participants: Rotem Agmon, Peter Pezaro, Eddie Solow, Shlomo Cohen, Irit Shemesh, Nir Segal, Yifat Assaf, Noa Armoza, Erez Peleg and Kinneret Govrin.

The H.R. management made some clarifications and adjustments that will be added to the work procedure:

1. Period between jobs for an outside worker

In the work procedure there is reference only to the period between jobs in which the member is working on the kibbutz and there is no reference to an outside worker who is between jobs. Legally, it is not possible to sign up for unemployment benefit and work at the same time on the kibbutz. A member who works on the kibbutz is not entitled to unemployment insurance and is required to work in the period between jobs (according to the procedure, he can request up to one month off to look for a new job)

It was decided: an outside worker will be able to choose whether to sign unemployment or work in the kibbutz during the period between jobs. If he signs unemployment, he will be subject to social security provisions and will not work.

2. Utilization of more than 48 days off per year and a deficit in days off

There is no reference in the work procedure to the situation in which the member has used more than the quota of vacation days allowed and to the situation of having a deficit of vacation days. This year, 11 members exceeded the 60 days of leave that can be used per year and there are 7 members who are in a deficit of days off.

It was decided: Taking more than 48 days of vacation per year will be considered days of absence from work. The same goes for members who are short of days off.

3. Maternity leave combined with sick days

Recently there has been a phenomenon of combining maternity leave with sick days. By Law, it is not allowed.

It was decided: it is not possible to combine maternity leave with sick days which are not covered by social security.

4. Sick days or vacation days vis a vie work obligation

Following the decision on non-compliance with the work obligation, we checked the work records of all members. Today, according to the existing decisions, vacation and sick days are considered part of the 100% job component. This creates an absurd situation in which it is almost possible not to work and the days of absence make up for the missing working days because there is no limit to sick days and many members have accumulated large reserves of time off. The issue of sick days has been addressed and starting in 2024 it is not possible to take more than 18 sick days per year. But it is still necessary to consider whether it is right to supplement the work obligation with sick days and unlimited vacation.

It was decided: A member whose total completion time (for a full-time job) through vacation and sickness days exceeds 29% without social security payments due to illness or approval according to the leave procedure, will also be included in the category in the work procedure as a member who worked 70% of the job or less. The calculation is made according to the situation where there are 42 Vacation and sick days (24 vacation days + 18 sick days) and safety margin for exceptional cases.

5. Job “Clocking In” for outside workers

According to the procedure for outside workers, the work of the outside workers will be recorded according to what appears on the pay slip. If it does not appear on the pay slip, the employee will bring the attendance report from the employer and accordingly will be registered in the kibbutz's work register. In practice, there is often a discrepancy between the data in the work registration in the kibbutz and the report on the slip.

It was decided: to ratify the outside worker procedure decision and implement the new system. The report will be recorded in the kibbutz's work record by the person in charge of outside workers directly from the payslip or from the attendance report from the employer.

Outside workers will not have to report on working hours. It is their responsibility to bring or send in the slip, on time, to enable the data to be registered in the kibbutz systems.

These decisions will be added to the work procedure and to the outside worker procedure one week from the date of publication of the decision (unless there is an appeal).

Kinneret Govrin H.R.



Municipal and Local Authority Elections

For the public's information, the elections for the local authorities have been postponed to Tuesday 27.2.24.

This day is a public holiday and duty shifts will run the dining room etc.

Please prepare accordingly in the kibbutz branches.

(The elections for the secretary general of the kibbutz movement will be held on Tuesday, February 13, 2024, but it is a normal working day.)

Kinneret Govrin – H.R.



Executive Committee Meeting Report - 3.1.2024

Present: Present: Jeremy Perling, Avner Alterlevi, Natalie Zinenko, Ron Cohen, Sigal Hadar, Tzachi Tsfadiya, Adi Goldstein - Ilan, Yifat Assaf.

1. Summary of activities of the Executive Board 2023

Jeremy reviewed the issues dealt with by the committee since its establishment:

A. Examining the kibbutz regulations (Takanon HaKibbutz) - passed by ballot and submitted for approval by the Registrar of Associations.

B. The association's alternative - the issue was brought to the asefa, and it was decided to remove it from the agenda.

C. Defining the topics that will be defined as lifestyle changes - the topics were included in the regulations.

D. The kibbutz's response to ongoing violations of the kibbutz regulations and its decisions. – the decision was made by the asefa to remove Zivit from membership.

E The plan for 2024 - appeals procedure, the pension goal, the Life Fund, a savings plan for every child, and a workshop for the committee on cooperative leadership is also planned.

2. Zivit Nanikashvili - the next step

After the ballot, in which the decision was made to remove Zivit from membership in the kibbutz, the following letter was sent to her:

Subject: Termination of your membership in the kibbutz

Following the decision of the asefa and the ballot, from December 12, 2023, your membership in the kibbutz was terminated. The operative meaning of the termination of membership, if it is not decided otherwise by the court, is as follows:

1. As of January 1, 2024, you will be considered a resident and as such you are no longer entitled to a monthly budget and/or any income or benefit reserved for members only, including the right to vote.

2. As a resident, residency procedure rules will apply to you starting January 1, 2024.

3. Since as residents you are no longer entitled to housing in the kibbutz, you will have to vacate the house that was given to you to live in while you were a member of the kibbutz. In order to enable you to prepare appropriately, and in order not to harm your children, we will allow you to live in the house assigned to you until the end of the school year, no later than August 31, 2024 - against the payment of a permission fee.

Best regards,

The management of Kibbutz Yizrael

Decision: the community management is responsible for putting the decisions into operation. The family has filed for a restraining order. We must be sensitive until the court's decision, the only thing that will be done right now is to not provide a personal budget and bonus starting January 1, 2024.

3. Members leaving Maytronics in recent years

Ron Cohen introduced the topic. There is a process underway of returning home, including key positions in the subsidiaries of Holdings and Maytronics. This is a process and does not happen overnight. A lot of work is being done on the subject. In terms of income from Maytronics, there is no big decrease. The pay scale with three levels benefits us. It is important that we get closer to the company, that they hear our point of view. It is important to hear from the members who left what the reasons were. We discussed the importance of new candidates working on the kibbutz, in agriculture and in Maytronics. In the past we put a wall between the “simple” kibbutz and the “powerful” enterprise, now is the time to return the pendulum and connect the company to the kibbutz again. Trust in our own strength. The members of Yizrael bring added value of caring, involvement, belonging, and pride... this is significant.

The policy of the Absorption Committee needs to be changed, and a message sent to the higher education committee, and to the Young Generation Committee that we want our people at home, and not working off the kibbutz.

4. It was decided: to advance the appeals procedure. Adi Goldstein Ilan, Natalie Zinenko and Eddie Solow will prepare a draft for the appeals procedure and bring it to the executive board for approval.

5. An update regarding the controller’s review of the organisational structure.

In the audit of the organisational structure, which was held not long ago, it was noted that Jeremy had many roles in addition to being the chairman of the committee. our attorney’s view is that the public knew about Jeremy's other positions when they voted for him as chairman of the committee, so it is acceptable in the meantime. Only

at the end of the term of office, in June 2024, as chairman of the committee, must the issue be addressed. If Jeremy is elected to continue in the position for another term, it would be correct to examine his other positions. It is important to note that Jeremy's positions are not in the same corporation - the gas station, Nofar Energy, Maytronics, the reserve fund and the kibbutz - each entity belongs to a different corporation. According to the regulations of the cooperative societies from 1975, (Section 24 C): "The chairman of the committee shall not hold an administrative or executive position in the association." In the years when the regulations were written, it was common for the kibbutzim to have everything under the same association, and therefore this was problematic. The only area that is problematic now is his role of "energy supervisor", since it belongs to the kibbutz corporation, under the community manager, who is under the chairman of the committee, and so it turns out that Jeremy oversees himself.

Jeremy Perling and Yifat Assaf

Community Management Meeting Summary - 7.1.2024

Present: Erez Peleg, Maor Persai, Talia Arad, Inbal Adler, Ilana Peleg, Shlomo Levy, Limor Greiman, Yifat Segal, Stas Gavrilov, Yifat Assaf

Absent: Yishai Levy (recruited), Tamir Blass, Kinneret Govrin

1. Fertility and Artificial Insemination - the kibbutz's participation in financing private procedures other than through the health services (right to parenthood).

Talia Arad, director of the Health and Welfare Cluster, presented the topic:

This is about the kibbutz recognising the right of the kibbutz member to receive assistance in financing private processes for realizing the right to parenthood, when he/she is unable to exercise this right in natural ways, all of this beyond the entitlement available to him/her through the existing health services in Israel and fully funded by the kibbutz.

The Health and Welfare Council is updating the health basket and found that there is no decision regarding the procedures that are performed privately.

Of course, it is not a matter of deciding who has the right to parent, but of regulating refunds when they are done privately and/or abroad (compared to services that are fully funded by the kibbutz).

The request - to give the management of the cluster guidelines to work by.

Decision: The procedure was approved unanimously. The procedure is attached at the end of the report.

2. Budget 2024 - Matching needs to resources

Maor presented a report detailing the needs of the community according to the work plans as compared to the resources and detailed the gaps between the expected implementation of 2023 and the plan in the various sections. Maor also detailed the reasons for the formation of the gap, which stem from the erosion of the community's income in the face of price increases over time, and a decrease in the kibbutz's workforce in the face of an increase in the number of retirees. In general, the gap presented against the 2023 performance expectations is estimated at about NIS 4 million, and against the sources at a gap of about NIS 6 million.

Maor also presented different ways to deal with these gaps. The ways include a horizontal cut of 10% in the activity of the major branches, as well as an increase in the costs of services to the members, and a certain payment for services that are not currently paid for. Since it appears that all of the above actions will not provide a complete solution to the gap that has been created, ideas were brought up in the discussion to be brought to the executive committee, to change and increase the community's resources, which originate from the profits key. Maor emphasised that the problem is not the financial situation of Kibbutz Yizrael, whose fortunes have increased in recent years. The gap is in the model of internal agreements according to which the kibbutz is run.

In the discussion it was said that we must formulate a new internal consent model, because the existing model no longer works. We must decide whether we finance our lives from the savings. The deficit can be managed for the long term, and an actuarial deficit can be allowed in the reserve fund. You can pay more for services. Most of the differences are related to price increases and not to mismanagement. The reserve fund does not bring enough money into the community.

In recent years the members received high bonuses and the personal allowances increased, while the community did not receive more. This balance needs to change. In recent years we have been busy with efficiency but even that has a limit. For example, the food branch was examined by economic consultants, including optimisation in the area of procurement, and it was found that the branch functions very efficiently, even in relation to similar branches in other kibbutzim, and only very few things were found needing improvement and optimisation in the existing system. The meaning of

reducing the budget of the food branch from now on will mean damage to the service it provides. It is said that if services are harmed by further cuts, or by raising the amount of members' participation in the service, members will switch to self-service (for example, it will pay more for cars they could buy a private car, etc.).

We should see the next five years as an interim period until the number of members earning a living at working age increases, through absorption, and treat the solutions as bridging solutions for this period.

Decision: the managers must present a plan to cut 10% of the plan, or alternatively - increase income. At the next meeting we will discuss the implications of the cut and formulate recommendations for the executive committee.

3. Investment plan 2024

Erez presented the list of requests, as well as a proposal for a plan that would be realistic within the existing resources.

There was a discussion about the necessity of certain investments and the prioritisation of other investments.

Decision: The community management approved the investment plan that will be brought to the management committee and the economic council for approval in the areas of consumer investments, infrastructure investments, housing investments, investments in public buildings and investments arising from the security situation.

Erez Peleg and Yifat Assaf



The Procedure for the Kibbutz's Participation in Financing Private Processes in the Area of Fertility and Artificial Insemination.

(Approved by the Community Management 7.1.2024)

Sperm donation

The section refers to situations in which sperm donation is necessary, whether for a couple or a single parent, not as part of a surrogacy procedure, and when the member performs the procedure privately and not through health services in Israel.

Basic conditions for submitting an application:

1. Kibbutz member with at least two years of seniority (membership).
2. Submission of the application prior to signing an agreement and/or any commitment towards a third-party regarding sperm donation.

Method of refunds:

1. Full financing of the process when performed in Israel through health services.
 2. The kibbutz's participation in the purchase of the donation privately, whether in Israel or abroad (the amounts are for each purchase of a donation and up to three purchases in total):
 - In the case that the eligible member has no children - the kibbutz's participation is 60% of the cost and no more than NIS 9000.
 - In the case that the eligible member has one child - the kibbutz's participation is 40% of the cost and no more than NIS 6000.
 - In the case that the eligible member has two children - the kibbutz's participation is 20% of the cost and no more than NIS 3000.
 - In the case that the eligible member has three or more children - there is no eligibility for a refund.
- ☒ In the case of a couple when one of the spouses is a resident, the refund will be as specified above minus 50% of the refund.
- ☒ Exceptional cases, and after efforts to meet the conditions of the procedure, the request will be transferred by the Health and Welfare cluster manager to the Mutual Help Committee (with the approval of the applicant), which will discuss the request according to the fund's conditions.

Fertility preservation (egg freezing)

The section refers to situations in which a member chooses to undergo a fertility preservation procedure that is not for medical reasons (in cases of need for medical reasons, the procedure is at the expense of the fund).

Basic conditions for submitting an application:

1. A kibbutz member with at least two years seniority.
2. Submission of the application prior to any commitment to a third party.

Method of refunds:

- In the case that the eligible member has no children - the kibbutz's participation is 60% and no more than NIS 7000.
- In the case that the eligible member has one child - the kibbutz's participation is 40% and no more than NIS 5000.
- A member with two or more children - no kibbutz funding.

☒ Intended for women aged 34-40

☒ Exceptional cases and after efforts to meet the conditions of the procedure, the request will be transferred by the Health and Welfare Cluster coordinator to the Mutual Help Fund (with the approval of the applicant) which will discuss the request according to the fund's conditions.

Surrogacy / egg donation / special treatments / adoption

These processes will be transferred by the health director to the Mutual Help Fund and will be discussed individually, with the approval of the applicant.

Health Council Meeting Report - 4.1.24

Present: Tamar Sanker, Liran Pan, Inbal Adler, Biff Markham-Oren, Aviva Beutler, Dana Baum, Talia Arad.

Absent: Rotem Agmon, Yifat Mizrahi

Agenda:

1. Updating sections and procedures for the health basket
2. Continued discussion on the current health basket and all its sections.

The purpose of the series of meetings is to go over all the existing sections - to refresh and update them and to add missing procedures, with the aim of providing members with the necessary information in a transparent and clear manner.

Sections discussed, approved by the Health Council and presented to the public:

1. Update of the procedure in the field of mental health - several preliminary meetings were held with the consulting team - Dana and Avishag together with Talia,

Attached is an update to the procedure, mostly wording updates, making the reimbursement method accessible according to a table (and not in text) and raising the

reimbursement rates. You can see and compare it to the old procedure found in Kehilanet in the health and well-being tab. (see tables in Hebrew Alon or consult Talia – Ed)

Adult counseling procedure - the main change is in raising the reimbursement for the first year of treatments.

Refund NIS	Number of consultations
300	1-25
250	26-40
200	41-65
150	65-80
0	+80

Children's counseling procedure - the annual expenditure is high and has even doubled, a preliminary discussion was held, whether there is a place to set a quantitative quota similar to adults, whether to stipulate refunds only after the parent submits a claim.

It was decided to set this as a goal for work in the next six months in cooperation with the Education Cluster,

In the meantime, we will study the issue of filing claims, explain and accompany parents in the filing process, and strive to make use of rights provided by the state with the help of the parents' cooperation and not by making refunds conditional. In our estimation, we can claim tens of thousands of shekels per year (with parents' cooperation).

We will examine the possibility of adding Clalit Platinum coverage for the children of the kibbutz, which allows even larger reimbursements in the field of child development.

2. Health insurance - information, wording update. No changes.

3. Accessories and aids - hearing aids, orthotics, orthopedic accessories - information, wording update. No changes.

4. **Acne treatments for teenage boys and girls** - today there is no reference to this issue in the procedure and the reimbursements were according to holistic medicine reimbursements. The proposed procedure is attached.

5. **Special needs** - information.

6. **Private medicine** - information.

7. **Another update to the physiotherapy and hydrotherapy chapter** - after further thinking, a deeper examination and consultation with Alita Mor, it was decided to update this section again, for the benefit of the members.

Also in this section, the importance of submitting the claims is paramount and the cooperation of the member is required for this purpose, this is so that we can continue to meet reimbursements, higher than before, to the member.

In the meantime, and until the health services booklet is completed, if something is not clear or if someone needs further explanation on any section, please contact me and I will be happy to explain it in a personal meeting.

The clinic staff and third age team will also be briefed on each new section or procedure and will be happy to accompany and explain as much as is required.

Subjects that we did not have time to discuss:

1. Glasses, contact lenses, glasses removal surgeries.
2. Dentistry.
3. Third age procedures and nursing.
4. Pregnancy and childbirth
5. Health insurance.

Reported by: Talia Arad

(Amazing work. Good on you Talia and the committee. Keep it up! – Ed)



From the Dental Clinic - January 2024

The dental clinic is looking for a name and logo that will characterize our collective and pleasant dental clinic. If you draw with a pen and have a creative idea, you are welcome to send it by email or WhatsApp. An attractive reward is guaranteed, which is related to dental health (One free extraction, no pain, no gain – Ed).

Dr. Oren Haliva Gepso will return to us at the end of January from her maternity leave, during which her third son Agam was born. We say goodbye to Dr. Barak Marimski, who accompanied us professionally and faithfully for almost 9 months.

Appointments for dental care - those who cannot make it to the appointment, please inform us in advance as soon as possible. Please arrive on time for your appointment.

The dental clinic is very dynamic, and a doctor or dentist works every day. We perform all types of treatments. We serve everyone - children and adults, kibbutznikim and patients from off the kibbutz. You are welcome to refer patients to us. (Make sure their credit rating is good – Ed)

Our team:

Dr. Kalman Eli - general dentistry

Dr. Haliva Gafso Oren - general dentistry

Dr. Zuabii Hassan - specializes in endodontics (root canal treatments)

Dr. Sutita Distapuran- specialist in orthodontics

Dr. Sheila Dekel - Oral and maxillofacial surgery specialist

Rosilio Zhava - assistant

Shadmi Dalia - assistant

Machlin Anna - dental hygienist

Ben-Yanai Shlomit – dental hygienist and director of the dental clinic

At your service

Shlomit Mobile- 0523756021

Email - shinaim@yizrael.com



Little Tips for Big Emotions - Gaia Sankar

What does love mean to children?

On a slightly different note, this time. I'm sharing with you something I read that was so moving and thought-provoking that I wish it would reach all the hearts in the world.

This seems to be what we need most of all.

Take a few minutes to enjoy what is written here...

A group of 4- to 8-year-olds was asked by a group of researchers, "What is love"?

The answers they received were broader, deeper and more profound than anyone could have imagined:

"When my grandmother had arthritis, she couldn't bend over and put nail polish on her toenails... so my grandfather does it for her all the time, even though he himself has arthritis in his hands. This is love." Rebecca - 8 years old

'When someone loves you, the way they pronounce your name is different. You know your name is "safe" in their mouths.' Billy - 4 years old

"Love is when you put on perfume, and you put on aftershave and they go out and smell each other." Karl - 5 years old

"Love is when you go out to eat and give someone most of your chips without making them give you theirs." Chrissy - 6 years old

"Love is what makes you smile when you're tired." Terry - 4 years old

"Love is when my mom makes coffee for my dad and she takes a sip before giving it to him, to make sure it tastes right." Danny - 8 years old

"Love is what's in the room with you at Christmas, if you stop opening presents and just listen."

Bobby - 7 years old (wow!)

"If you want to learn to love better, you have to start with a friend you hate."

Nika - 6 years old (we need a few more million Nikas on this planet...)

"Love is when you tell your son that you love his shirt, so he wears it every day." Noel - 7 years old

"Love is like an old woman and an old man who are still friends even after they know each other so well." Tommy - 6 years old

"During my piano recital I was on stage, and I was scared. I looked at all the people watching me and saw my dad waving and smiling. He was the only one who did it. I was no longer afraid."

Cindy - 8 years old

"My mother loves me more than anyone. You don't see anyone else kissing me to sleep at night." Claire - 6 years old

"Love is when mom gives dad the best piece of chicken." Elaine - 5 years old

"Love is when mom sees dad smelly and sweaty and still says he's more handsome than Robert Redford." Chris - 7 years old

"Love is when your puppy licks your face even after you've left him alone all day." Mary Ann - 4 years old

"I know my older sister loves me because she gives me all her old clothes and has to go out and buy new ones." Lauren - 4 years old

"When you love someone, your eyelashes go up and down and little stars come out of you."

Karen - 7 years old

"Love is when mom sees dad in the bathroom, and she doesn't think it's disgusting..."

Mark - 6 years old

You really shouldn't say 'I love you' unless you mean it. But if you mean it, you have to say it a lot. People forget.' Jessica - 8 years old

And the last one - a four-year-old boy who lived across the street from an elderly gentleman who recently lost his wife. Seeing the man crying, the little boy entered the old man's yard, climbed on his knees and just sat there. When his mother asked what he said to the neighbour, the little boy said, 'Nothing, I just helped him cry.'

Now, take a few seconds, breathe, court the child inside you, and let your heart answer - what is love for you? I wish you a Shabbat of pure love, - Gaia





Wartime Visitors



Many thanks to Revital Amit for the help in writing the column.

Meet Michal and Guy Kagan from Kibbutz Shamir



What do we do for a living? Michal, interior designer, creative musician, writer and composer. Guy PhD in philosophy of science - quantum physics, currently in post-doctorate at the Technion.

Where were we until we got to Yizrael? On October 8, we arrived on Yizrael thanks to the promptness of Keren, who immediately invited us, because she realised that the north was also in danger. We thank her for that from the bottom of our hearts.

What do we miss? Gia - hearing the Banias waterfall, Michal - misses coffee with my good friends, Oren and Karmit.

What do you like about Yizrael? Michal likes the Music School and Guy likes to walk the paths and look at the view.



Giora and Reut Baran from Kibbutz Kfar Sold

Who we are? Daniel, in the 8th grade, studies in Nir HaEmek, Ayala studies in the 6th grade in Ner HaGilboa in Gan Ner, Alon in the 2nd grade, also studies in Ner HaGilboa.

Reut, a psychotherapist with a master's degree in movement therapy, treats mainly teenagers and adults. Before the war, she ran the dance school at the Kalor Center in Kfar Blum.

Giora, CEO of the "South North" Foundation, a philanthropic foundation that supports small and medium enterprises and businesses in Israel.

Where were we until we got to Yizrael? We left our home and arrived in Yizrael on October 8. Since then, we have received support for all our needs and requests, which we do not take for granted.

What do we miss? We really miss our (spacious) house and the two cats that our neighbours care for in the meantime. At least Lucy, our beloved dog, joined us here and she also enjoys life here very much.

What do you like about Yizrael? We really appreciate and admire the help and giving that we receive from the members here, and we feel that they really want to do their best for us and make us feel at home. Also, thanks to the circumstances, we were blessed with a family reunion with the Baran/Levi/Shkolnik families led by the one and only Zimra, my children's' grandmother and my (great) mother!!

More thoughts following Maor's words - Elad Ilan

I also agree that it is our duty to address seriously the problem that Maor raised, which is that the community budget is not balanced. I would like to argue that even in previous years it was not necessarily balanced, but that our budgetary control systems have improved and now we can see what is happening in advance and almost in real time. More than once we have played the game of "cutting" the health or food budget, and then at the end of the year or a little later, we find out that we overspent. Perhaps this is because it is not Excel that determines the level of expenditure, but the policy. For example, the dining room menu, or the reimbursement procedure for health expenses is what determines the annual expenditure.

Regarding the possible solutions, I am less clear-cut than others. "The kibbutz is always loved in retrospect. They always love the kibbutz that was, never the kibbutz that is " - said Muki Tzur recently in an interview with "Holy Cows", describing the attitude of the Zionist Organization to the utopian ideas of the first kibbutzim (when there were only four of them), when the assumption was that they would very quickly become moshavim. I do not think that Kibbutz Yizrael is a "hybrid creature" or that it is less of a kibbutz than Degania at the beginning of the 20th century. It is true that many things have changed because of the changing reality, but the basic principles of true mutual

responsibility and the equality of the individual and the equality of labour have remained.

I have lived on a kibbutz since 1975, and for some of those years, on a kibbutz that was privatised. Indeed, privatisation encourages a small part of the public to work harder and earn a living, but the majority continue to behave as they have all their lives. Only the mutual guarantee and the concern and support for the individual, and sometimes also the image of the settlement are damaged. Precisely in the cooperative kibbutz, the member must "take stock" of how much he makes, because it affects everyone's standard of living, whereas if he lived for himself, he could perhaps settle for less and engage in things that interest him more. Of course, not all members are aware of this, therefore Kibbutz that wants to survive, needs to make sure that everyone fulfills the duty of work and apply sanctions in cases where they do not.

On Yizrael, a responsible and smart method for managing income and expenses was introduced, which connects the standard of living with income from work (mainly) and pension (which is not high enough for today's standard of living). In this way, the volatility of the business profits can be separated from the current necessities of existence. The problem with this order of things is that in the view of many members, their daily existence is guaranteed by the kibbutz as a birthright or by some kind of law of nature. That is - basic food, a roof over your head, education, health, and a monthly budget - the kibbutz will provide "in any case" (from where?). In contrast, a large part of the profits of the enterprise(s) are transferred to the members as an annual bonus that cannot be touched. That is, the member will not feel any difference in the standard of living if he improves his livelihood. All he has to do is hope that the kibbutz business will bring a handsome return from which the bonus will be derived. In English they call it trust fund baby...

In this problem also lies the solution to the situation. It is clear that "we must tighten our belts" and try to cut the various expenses, but we have proven to ourselves that every time we try to touch the "juice tap" in the dining room, the shouting begins, and then the officials hesitate and go back on their decision. You have to keep trying, but I wouldn't hold out much hope. **In my opinion, the asefa should make a decision that any deficit created in the community at the end of the year will be deducted from the bonus budget for members.** This way we will not harm the future of the kibbutz which will continue to invest in business development, housing and infrastructure, but we will create a more direct connection between our standard of living and the number of trips abroad that year.

Elad Ilan



Phil-osophia



Could it be that my kids think I exist in a vacuum? I mean living with nothing going on around me – no work, no dishes to wash, no rubbish to throw out – nothing. I fear they think I just sit in the lounge, staring vacantly out at the view, waiting for the phone to ring in the hope it's one of the kids calling to give me something to do.

I ask because yesterday I was sitting in the salon staring vacantly out the window at the view when the phone rang. It was one of my many children (I have four give or take) who had decided to shatter my Zen like state – I was perfectly calm amongst the chaos around me – I was at peace – one with nature – I could feel the movement of the earth and hear farmers planting rice in China.

Surprisingly he or she (I forget which) needed my help. There was no preamble – no polite enquiry about my piles, athletes' foot or arthritis – it was straight down to business. Could I go into Afula tomorrow morning to pick up a package and then deliver it to Yokneam in the evening. When I asked, "why me?" she replied that everyone else was busy working – which translated to – "I asked you because you've got nothing better to do" – naturally I was very flattered.

As luck would have it the car was in the garage for a service and the only kibbutz car that was available was the small trailer which was of no use to me. I remained undaunted – the pickup point was only twelve kilometers away so I figured that Kiwi (the wonder dog) and I would enjoy a nice walk into town. Silly me... I didn't ask how large the package was nor did I plan on how I was going to return home.

Let's just say that the package was too heavy for Kiwi (the wonder dog) to carry. She gave me a rather nasty look when I suggested we put it on her back. Did I mention that I had to pay four hundred and fifty shekels for the privilege of taking ownership of this rather large and certainly quite heavy cardboard box?

When it finally dawned on me that I hadn't planned for the trip home I found a quiet spot and rang around the family on the chance of getting a lift home. One didn't answer at all – but I did get one of those automatic replies insisting they were in a meeting and would call me later. The second pretended that the reception was terrible and couldn't understand a word I was saying – I found this particularly galling as this was one of my favourite tricks. The third call was ignored completely – take a tip from me if are having a stroke don't call family – call someone who will actually help you.

It came as quite a shock to learn that taxi drivers aren't willing to take dogs in their cars – I was close to tears by this stage having staggered across Afula to the taxi stand opposite the central bus station. It was about this time my now favourite child called asking if I'd taken delivery of the parcel and reminding me that I shouldn't forget to deliver it to Yokneam. "Good" she said not waiting for a reply "I have to run" and hung up. Kiwi gave me a long sorrowful stare. Children are a blessing I told her.

To cut a long sad story short I'll jump to my train ride to Yokneam in the evening. My plan was to get off at Kfar Yehoshua and then catch a bus. I had been instructed to be at the entrance to the mall no later than a quarter to five – I was on time to make it of course – my German DNA would have it no other way.

My phone chimed – I had a new WhatsApp – "No need to go to Yokneam. The party has been postponed". If I hadn't read it, I wouldn't have missed my stop and ended up in Atlit.



From the Sounds of the Music School.



The Winter Concert of the Music School Orchestra

On Thursday (04/01/2024) the winter concert of the symphony orchestra of the Yizrael Gilboa Music School, took place. This is already a tradition.

Every Friday at noon, the 40 orchestra players meet for rehearsals, and for the past two months the musicians have been working on putting together an outstanding musical programme for the concert.

In an ongoing collaboration with Emek HaMa'ayanot, the magnificent winter concert filled the Zeidan Hall, which is in the music centre in Emek HaMa'ayannot and the programme did not disappoint a single viewer.

The programme included an overture by the composer Fanny Mendelssohn, an English suite by the composer Daniel Yehezkel (this was the first full performance of the work in the world!), a string of Israeli childhood songs, which filled us all with nostalgia, and also a number of songs for public singing.

The percussion orchestra, founded only this year, also played in the program, and has already performed a charming waltz.

All the pieces were arranged by Stas Gavrillov, director of the Yizrael Gilboa Conservatory, and of course - orchestrated and conducted by him.

So apparently those who didn't come - totally missed out but don't take our word for it, see what the audience had to say:

"Congratulations on a great concert 🙌 "

"Thank you very much for another really exciting concert.... 🙌, especially at a time like this, the musical education that the children receive thanks to you is so important. The song of hope and your words at the end, really moved us. Thank you very much for everything."

"Thank you very much for the great concert, the moments of playing were moments of pleasure and calm, joy and creativity. Thank you thank you ❤️ "

"It was exciting, professional, impressive and very diverse 🌟 The number of children is amazing and that you see and hear each one, cannot be taken for granted. It is quite an achievement, to put on such a production 😊 "

"It was a lovely concert, filling the heart and inspiring pride. Thank you ❤️ "

Yarden Zinenko on behalf of the Music School team

Yizreel Rugby

This Wednesday we will hold an event to inaugurate the new rugby complex with the participation of representatives of the Ministry of Sports, the Hapoel Center, the Gilboa Regional Council, the Israel Rugby Union and the Kibbutz

The recently completed construction project includes several complexes:

First complex - dressing rooms with showers, toilets for players, a referee's room and a medical room.

Second complex - a new gym with an indoor training area of 100 square meters and an outdoor area of 50 square meters.

Third complex - a new store that replaces the old store, space for a kitchen and an operational area.

The project is financed by the Ministry of Sports with the kibbutz's own participation and in cooperation with the regional council.

Everyone is invited to the ceremony and tour of the complex.

Reported by: Idan Zelas



Trail restoration event in Tel-Yizrael

On Saturday, January 27, 2024, as part of the activity of Tu B'shvat, there will be a trail restoration event in Tel Yizrael.

Young and old, the people of Yizrael and guests are invited to come to this activity!

Personal equipment: work shoes, hat, gloves, rake/ho, watering can.

Details of the programme and agenda will be provided later.

Refreshments and good cheer in abundance



Programme for 07/01/24 – 11/01/24

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

Sunday 14/01

Opening the week with Monica.

09:15 Zoom Lecture – Music with Dr Motti Adler – Mozart / Naomi Shemer

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

Monday 15/01

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

09:30 Armchair lecture

16:00 Open for coffee, cake, and chats

Tuesday 16/01

09:30 Trivia and thinking games with Galia Shemi

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

Wednesday 17/01

09:30 Blooming Nature with Hammutal

Thursday 18/01

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

10:00 Movie screening with Galia Shemi

17:15 Exercises on chairs with Michal Sha'anani

18:00 Veterans meeting in the members Moadon

English is Fun - with Rahel

* AUSTRALIA

* **Animals:**

* There are over 200 species of blowflies in Australia, and it costs more than \$150 million a year trying to control them.

* There were no hoofed animals in Australia until Europeans arrived in 1779.

* About 90% of the native animals are found nowhere else in the world.

* Since European settlement, seven species of bird and 19 species of mammal have become extinct.

* Animals that have since been introduced and are disastrous to the ecology are the rabbit, cane toad, camel, water buffalo, and the dingo, which was originally from Asia and brought to Australia by Aborigines.

- * 24 rabbits were released in Australia in 1859 and today there are over 300 million.
- * Dingoes don't like water and can't bark.
- * Kangaroo is an Aboriginal word meaning, "don't understand." When asked by Europeans what that strange hopping creature was, an Aboriginal man answered, "kangaroo" meaning "I don't understand." The Europeans thought that was its name and it stuck.
- * Eleven of the world's top 15 most poisonous snakes live in Australia.
- * The Crown of Thorn starfish is killing the Great Barrier Reef, by eating it.
- * The funnel web is the world's second deadliest spider. The number one winner is the banana spider found in Central and South America.
- * **History:**
- * Australia is smaller, drier and flatter than any other inhabited continent in the world.
- * Aborigines arrived in Australia 60,000 years ago.
- * During European settlement, approximately 160,000 convicts were sent to Australia.
- * **Places and things:**
- * The Great Barrier reef is 2,000 kms. long.
- * Over 90% of Australia is dry, flat and arid.
- * Ayers Rock (Uluru) is the biggest rock in the world.

- * The Sydney Opera House took 14 years to build and cost \$102 million.
- * Australia has the longest railway in the world, the Indian Pacific, which includes a stretch of a perfectly straight line that runs for 478 km.
- *more next week

Credits:

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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!!!

