



The Yizraelite – No 2177 2.10.24: Rosh Hashana

Kibbutz Yizrael

Edi-torial. The Israeli army is making history as we speak. Oh, how I would like be around in 100 years' time to see how historians analyze the events of the past year...and particularly the past week. Our hearts go out to the hostages and their families. My stomach muscles will not let go, no matter how many slow breaths I take. I so envy those Israelis on both sides, who know exactly what the correct solution is and exactly how to achieve the goal. I am confused and uncertain. May the coming year bring the hostages, home. May peace come soon. Happy New Year to all of you

Reut's Editorial "Rosh Hashanah is approaching, and we can't exactly celebrate. We cannot gather together in the dining room and hold our traditional community ceremony due to the state of alert. We cannot celebrate because of our thoughts of the hostages, their families and friends, who continue to struggle for their return. It is hard for us to celebrate, thinking of those among us who are serving in reserve duty, and also regular service - who will not get leave to celebrate. But we can bless and hope that the coming year will be better than the one before it, that there will be political agreements that will end the struggle between the peoples. And for us - may we know how to preserve and maintain our home on the hill, to increase the light and goodness in each of us, to foster mutual responsibility and social solidarity. May our

crops grow, may our orchards bear fruit, and may we know how to enjoy and appreciate what we have.

Rosh Hashanah 5785- Holiday Program

Thursday 3.10.24 - 1st of Tishrei, Second holiday evening

10:00-12:00 -Arts and crafts and "Shana Tova" corner in the lobby

21:00 -Evening of song and hope with our own homegrown singers and musicians

In the Moadon - for 7th grade and up

Friday 4.10.24 - 2nd of Tishrei, Second holiday

11:00-12:00 - Start of the "Race to the Kibbutz" (task-based game)

Game instructions will be announced later

Start from the lobby

20:00 -Starting the year together – a toast, videos, and quizzes

In the Moadon, for the whole family

Please Note: The holiday program has been adjusted according to the restrictions as of Monday, 30.9.

For updates, follow Kehilanet and WhatsApp "Cultural Updates".

"May the year end with its curses, and may the new year begin with its blessings".

Happy New Year to the entire Beit Yizrael community!

Holiday team: Alma Brauman, Ariel Sadur, Zohar Assaf, Tal Darom, Nir Baor, Idit Halevi, Reut Mor

One Year Since the October 7th Tragedy

Sunday, 6.10.24

18:00 -Flag lowering ceremony

A short commemoration suitable for the whole family, **on the stage**

- 20:00 "One Year Since October 7th "

For 10th grade and up, **in the Moadon**

Monday, 7.10.24

– 7/10 15:00-19:00 -"The Day That Never Ends "

Video Exhibit, in the Moadon

19:00 - Screening of the national memorial ceremony organised by the families of October 7th, screened in the moadon

During the following week

-Local artists exhibit works created in response to October 7th,
on the staircase gallery

Organising team

Adva Lifshitz, Ofir Griman, Yoni Brauman, Yifat Assaf, Nitzan R. Feldman, Nir Baor, Adi A. Goldstein



Call for Submissions for our October 7th Exhibition

As part of the events leading up to October 7th, we invite individuals who have responded to events throughout the year with artworks to participate in an exhibition .that we will hold in the lobby and up the stairs of the dining room

You are invited to submit paintings, photographs, three-dimensional works, collages, and texts you have written (poems and short prose excerpts)

Of course, you can create now as well. We will collect the works in preparation for October 6th. Interested parties should contact Bernie Fink or Nitzan Rivlin Feldman.

Shana Tova from the Young Generation

In just a moment, we will wish each other a happy new year!

In just a moment, we'll put on our festive clothes and sit down to celebrate with family and friends!

In just a moment, this year will come to an end, and we'll begin a new one.

May we truly renew ourselves in this new year, and may it be a much better year for all.

We wish all the young generation

A year full of success, health, enriching experiences, and self-discovery.

A year of growth, fruitful work, joy, and achievements.

May this year bring many happy moments with family and friends.

To the soldiers - thank you for the dedication, sacrifice, and courage you show every day.

To the students - may you find inspiration in learning and achieve all your goals.

To the national service volunteers - continue to make an impact and help others, and discover the important values of giving and responsibility.

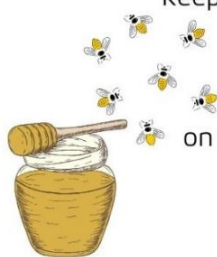
To those traveling abroad - enjoy the unique encounters and experiences.

Keep the beautiful moments in your memory, and when you return home,
bring back all the inspiration and stories.

We are proud of you,

Ranit,

on behalf of the committee members and the entire Yizrael community



Shana Tova from the Health and Welfare Cluster



Wishing the entire Beit Yizrael community, bunches of health, welfare, and joint flexibility!

To all our hospitalised members, we wish you a speedy return home.

To all our members dealing with illness, we wish you strength, patience, and optimism on your path to complete recovery.

To all our veteran members, we wish that you a continuing youthful spirit and that you may enjoy a bit of help that you truly deserve.

To all our young children, we wish you the ability to know how to balance between screens and the playground, between sweets and vegetables, and don't forget to brush your teeth twice a day—only the ones you want to keep!

To all those dealing with mental health challenges, special needs, and emotional difficulties, we wish for us, the community, that through you, we become better and more accepting people.

And to all our friends who have lost a loved one, we embrace you and wish that this will be a year of beautiful memories and healing of broken hearts.

The path to complete health is not always simple or obvious, and each person has their own private journey. We are happy to stand by you and support you on this journey of yours, also in the coming year.

Wishing us all a year of good health and welfare.

The Health and Welfare Cluster Team

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The Year that Was and the One I Long For – Zohar Assaf

This is the year I asked for just a little peace, calm, and comfort.



But...

This is a year that began with a massive shock of horror at the magnitude of evil and destruction, but it must end differently.

A year where I worry for the amazing soldiers who protect us and cry every time it's announced that "it has been cleared for publication that....."

A year where I listen to Joe Biden, the President of the United States, and wish he were my leader, not the one we have here.

A year where I ask that our leaders understand that the era of power must eventually be replaced by a process of agreements.

A year where I wait for the lovely Na'ama Levi, and many other beautiful, good, and innocent people who are in the hands of evil monsters. May they return home to us, to their loved ones, to sanity. A year that I can't believe how far we have fallen, how our values have deteriorated under the leadership of a selfish and indifferent Prime Minister.

A year where I participate in the struggle to bring back the captives.

A year where I almost despair every time anew.

But it is also a year that fills me with a little happiness every time I reach the square and see how many caring and principled people there are in our nation. Then a small hope awakens within me.

I will continue to fight for the return of the hostages and for an agreement because we have no other way. I pray that a completely different year will begin for us.

A year of love, mutual responsibility, faith in others, peace, and hope.

“Imagine all the people livin’ life in peace.” (John Lennon)

Energy: Transition Season – Jeremy Perling

Officially, autumn began this week.

The transition season has started; autumn indeed arrived on the 22nd/23rd of September with the "rain," but there is still no significant drop in temperature levels. We can still feel the effects of El Niño!! However, electricity rates are decreasing .

Transition season hours and electricity rates from the beginning of October until the winter rates in December :

From Sunday to Thursday

Peak – between the hours of 17:00 – 22:00

Off-peak – all other hours

On Friday and holiday evenings – all hours – off-peak

On Saturdays and holidays – all hours – off-peak

Cost per kWh low voltage excluding VAT

Transition season – Peak: 0.3123 Off-peak: 0.2726

Winter – Peak: 0.8604. Off-peak: 0.2802 .

Summer – Peak: 1.229. Off-peak: 0.3258

Reminder !

The solar water tanks use solar power until the end of September. After that, they will gradually use electricity to supplement the "sun"

For those whose solar power does not heat the water sufficiently – you can manually turn on the heater for half an hour. **Remember to turn it off after half an hour!**

Otherwise... you will only discover at the end of the month, upon receiving the electricity bill, that you forgot .

This is the time to think about heating for winter – maybe buy a radiator on sale before prices rise when it really gets cold! Check that all external doors and windows close properly .

****Daylight Saving Time 2024 ****

Daylight saving time will end on Sunday, October 27, 2024, at 02:00 AM – so you will get your hour of sleep back... 219 days of "Daylight Saving Time"... ending on Friday, March 28, 2025 .

On the night between Saturday and Sunday, you need to move the clock one hour back, from 02:00 to 01:00, and we will gain another hour of sleep .

For those with a Shabbat clock for the boiler – the time should be adjusted according to wintertime and the clock settings according to the off-peak

Enjoy the pleasant weather until the cold of winter .

****Jeremy Perling, Energy Commissioner ****

May we all have a year where renewable energy will be at the forefront of our minds .

The alternatives are not encouraging –

A year of quiet, peace, and joy... without power outages

Farewell to Laila



This week we said goodbye to our long-time caregiver, Laila Abuzraki. Laila worked for many years in the kibbutz as a nursing caregiver for several kibbutz members. We held a farewell gathering with the nursing and health team.

This is an opportunity to thank all the caregivers (both foreign and Israeli) in the health sector for their work in nursing and supporting the elderly.

Israeli caregivers: Ramzia, Majda, Wisam, Inam, Wurud, and Ahmad.

Foreign caregivers:

Abita, Ian, Joby, Gina, Geraldine, Deni, Maria, Marilyn, Suzy, Che, Connie, and Rima.

" Towers on the Water – A New Poetry Anthology by Yossi Abadi

The book is a collection of poems by Yossi Abadi, written over the past two years (2022-2024). Some poems have appeared in different formats in the kibbutz newsletter, while others are published in full. The collection is divided into three sections:

1. First Section: Focuses on childhood and youth memories, describing landscapes and experiences that shaped the author's inner world.
2. Second Section: Explores relationships, emphasising change and renewal through personal experiences, reflecting on emotional moments.
3. Third Section: Highlights the relationship with grandchildren, expressing joy and pride in spending quality time together.

The cover art was created by the poet Oded Feld, who also edited the book, while the design was done by Yigal Arkin and Tzadok Alon. The book was overseen by Rani Yagil, a notable editor and publisher.

Yossi Abadi expresses gratitude to his mentor, Avraham Shapira, for his ongoing influence in his creative journey.

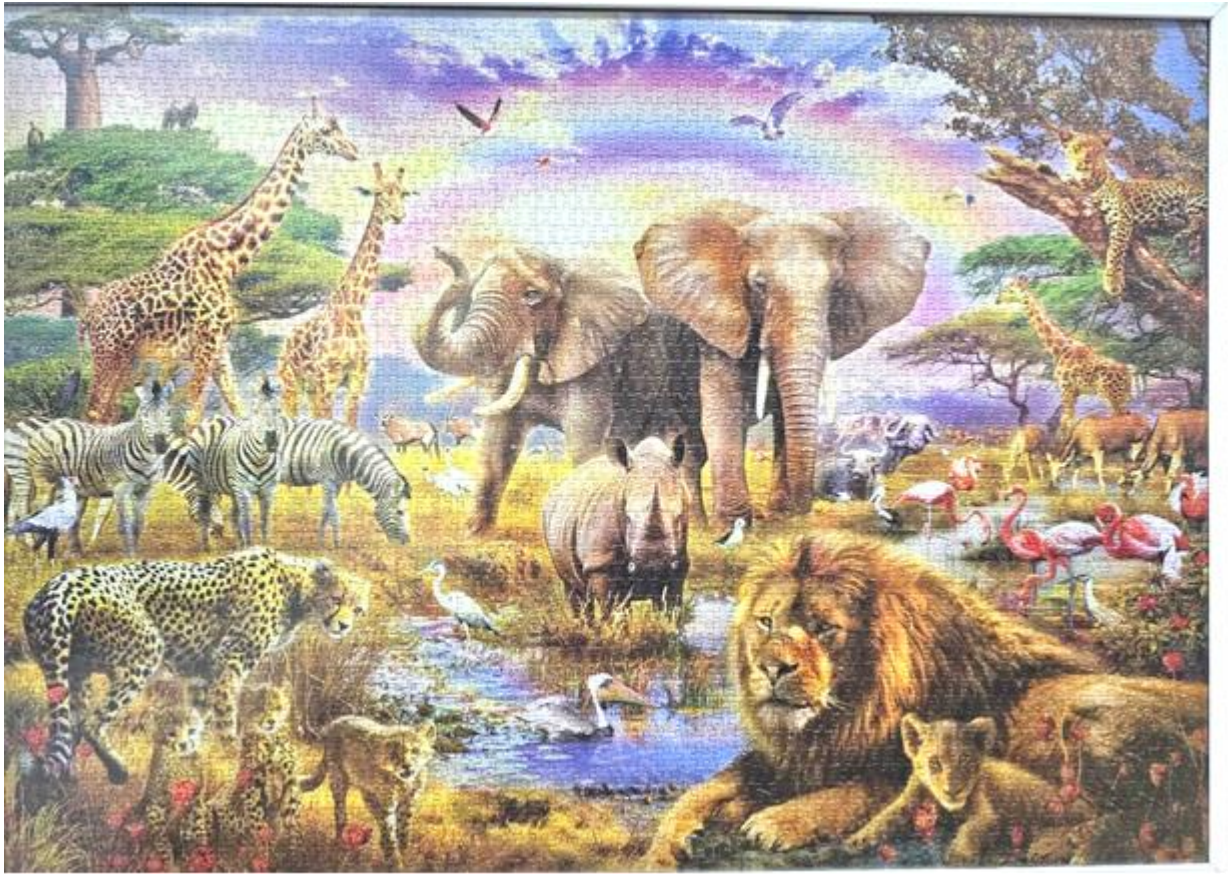
Yossi Abadi

Omri Zelas' Stunning Exhibition.

Once again, this Shabbat morning, I saw the unique exhibition that Omri has presented to us. Indeed, it is an impressive and enjoyable exhibition. I suggest to all of you, who are used to entering the dining room from the upper, western entrance, to enter once, twice, or even three times through the lobby and walk up the stairs, so you can experience Omri's jigsaw puzzle creations.

I was very impressed both by the giant puzzles themselves and by the intuitions, sensitivities, understanding, and wisdom embedded in each of these works. (not to mention the effort skill and patience required - Ed) Each one is a multi-colored mosaic, where hundreds and perhaps even thousands of components come together. To the best of my understanding, this unique exhibition requires prolonged observation for a proper appreciation of Omri's creative labour. Thank you very much, Omri!

Patchi



Farewell Letter from Daniel Rosenfeld – Head of Agriculture on Yizrael.

Dear members of the Yizrael community,

On Simchat Torah, I was called up for military service for six months, and afterwards, I completed my term of office without having the chance to say goodbye to you in an organised manner. I would like to thank you for nearly four years during which I managed the Yizrael Agricultural Corporation.

Here are the main things we accomplished:

- Dissolution of the partnership with Kfar HaHoresh and establishment of the Yizrael Kibbutz Agriculture with young people from the kibbutz.
- Unification of the orchards and field crops into one "Horticulture branch" to maximize agricultural resources - manpower, machinery, land, and water.
- Improvement of the water system and increase in quotas.

- Preservation of land and new drainage channels.
- Planting plan for olives and carobs, currently being implemented.
- Doubling milk production from 4.5 million liters to 8 million liters by merging the dairy with Kibbutz Ma'oz Haim.
- Relocation of the garage and agriculture to area 1004.

Thank you to the boards, employees, and managers.

I enjoyed working in the kibbutz! It is a highly principled and amazing place, and I enjoyed making your acquaintance. I appreciate the advice and insights I've received over time.

With prayer and great hope for the safe return of the hostages and victory over our enemies.

Thank you for everything and wishing you a good year! - Daniel Rosenfeld



Rosh Hashanah Services - Shanah Tovah



Wednesday, 2/10 - Erev Rosh Hashanah

18:00 - Erev Rosh Hashanah

Thursday, 3/10 - Shacharit

08:30 - Shacharit

10:30 - Shofar Blowing + Mussaf

Thursday, 3/10 - Erev Rosh Hashanah II

18:00 - Erev Rosh Hashanah II

Friday, 4/10 - Rosh Hashanah II - Shacharit

08:30 - Shacharit Rosh Hashanah II

10:30 - Shofar Blowing + Mussaf

Remember that on Yom Kippur, there is only one shofar blowing at the end of the fast. (as opposed to multiple shofar soundings on Rosh HaShana – Ed)

Community Management Summary - September 22, 2024

Participants: Ilana Peleg, Erez Peleg, Talia Arad, Kinneret Govrin, Maor Persai Barniv, Stas Gavrilov, Shlomo Cohen, Tamir Blass, Limor Griman.

1. Wedding Procedure

A third discussion was held regarding the procedure, which was updated by an ad hoc team from the community management. The community management approved the proposed procedure. The procedure is attached at the end of the report.

3. Community Management Proposal for Profit Distribution Key

In June and July, the community management devoted several meetings to discussing the profit distribution key and formulated a proposal for the asefa. The changes we experienced in recent months regarding Maytronics's condition and profit forecasts require us to reassess our proposal before presenting it to the public. An updated proposal was presented that allocates sufficient money to the housing fund for advancing the northern neighbourhood establishment plan, without deviating from the financing model, while balancing the diverse needs of members and various funds.

Several points were raised during the discussion:

- cutbacks should be made in all areas. It is important to show the public that the department managers in the community are also "tightening their belts".
- The community budget is constantly under control with expenditure reductions and is expected to end the year with a saving of 2 million NIS compared to the original plan. Our role as community management is to reflect to the public that this is an ongoing process that bears fruit.
- The bonus for members today no longer functions as a "bonus" but rather as part of their allowance that members plan their expenses with. It is suggested to redefine the part that is included in the proposal as a fixed sum, and to call "a bonus" only the money that will be distributed if the sources increase.
- It is critical that the new housing project starts. For all other matters, we need to tighten our belts and reconsider every project and every expense.
- We should not enter a period of cutbacks in every area; we need to prepare a budget that allows us to provide good services to members.
- Members are aware of the reductions in various sectors and are already feeling the changes established in the 2024 budget.

- It is preferable not to expand this trend, and to find ways to reduce expenses without imposing additional cutbacks on members.
- The proposal for the key reflects the effort to maintain communal lifestyles.

Decisions Made:

1. Defining the fixed amount distributed to members from the profits as "Allowance B." Any amount added to it, if profits increase, will be defined as a "bonus" for members.
2. Reducing the amount proposed as a bolster to the community budget by 500,000 NIS and transfer it to increase Allowance B.
3. The community management recommends to the asefa that 50% of the money received from work bonuses, which was previously used for the social project, be allocated during the same timeframe as the profit distribution key to bolster the community budget. The remaining 50% will be added to Budget B.

Limor Griman (If you don't understand the above, come to the public meeting on the subject. It was planned for last night after the asefa and postponed because of the late hour – Ed)

Wedding Procedure - Kibbutz Yizrael

This procedure is intended to assist members and residents in funding wedding event expenses. A wedding grant will be given only once and only for the first wedding.

1. Two types of "grants" will be established:

- ****Grant A****: For Kibbutz members.
 - Amount of the grant for members: 34,500₪ .
 - A member with less than 5 years of actual membership will not be eligible for grant A. (I assume he gets "Grant B" – Ed)
 - If both partners are Kibbutz members, each will be entitled to a full grant, provided they meet the minimum membership years.
 - Couples arriving at the Kibbutz as a family unit are not entitled to retroactive wedding funding. (Duh – Ed)
- **Grant B**: For non-member children of the Kibbutz.
 - Amount of the grant: 28,500₪ .

- If both partners are Kibbutz children, each will be entitled to a full grant.
- A child who grew up and was educated in the Kibbutz, where one parent is not a member and the other has at least 15 years of membership, is entitled to full participation in the wedding budget as is customary for children with both parents as members. (Strange decision... 14 years no, 15, yes? Ed)
- In other cases, they will be entitled to half of the grant.
- **Parental Gift:** In addition to the wedding grant, a one-time amount of 2,300 ₪ will be given to the parents who are Kibbutz members. If only one parent lives in the Kibbutz, they will receive half of the parental gift.
- In the case of divorced parents both living in the Kibbutz, the parental gift will be divided between them.
- Wedding budgets will be linked to the consumer price index and updated at the beginning of each year. Base date: 1.1.2024.
- The grant will be implemented through a notification along with the wedding invitation forwarded to the event coordinator. The event coordinator will ensure the amounts are transferred to the members.
- The transfer will be made up to one month before the wedding date.
- Requests for a wedding grant will be accepted until the end of the calendar year in which the wedding took place, and not later.

2. Transportation

Assistance in funding transportation services to the event location, whether by car or bus, will be provided in advance. Applications must be made to the event coordinator. The reimbursement will be up to the cost of renting a bus.

3. Use of Kibbutz Services

- Notification must be given at least 3 months in advance and the event location must be approved.
- Swimming in the pool will not be permitted at events where alcohol is served.
- For events at the pool, a lifeguard must be present at all stages of the event, including setup and dismantling.
- For events held in areas of the Kibbutz not belonging to a member or a permanent resident, (His home, I suppose – Ed) insurance arrangements must be checked with the

insurance coordinator. If additional insurance is needed, it will be at the family's expense.

- **Insurance:** The couple must make sure that all service providers (DJ, catering, equipment, etc.) have professional liability, employer liability, and third-party liability insurance. Contact the Kibbutz insurance coordinator for instructions and assistance at least 4 weeks in advance. A provider without insurance approved by the insurance coordinator will not be allowed to provide services on Kibbutz premises.

- Event guests will not be able to use Kibbutz services, especially the dining hall, unless coordinated with the branch manager and accompanied by the hosts.

- Any service provided specifically for the event will be funded by the family (pest control, electrical work, etc.).

Limor Griman



Asefa Report -September 30, 2024

70 kibbutz members participated in the moadon + 8 members via Zoom and Kehilanet.

Election of the CEO of Ylzrael Holdings

Recommendation from the search team: Ron Cohen for a second term; private proposal: Idan Zelas.

- The asefa opened with a request from the kibbutz secretary, Limor Griman, to conduct a respectful and tolerant discussion that honours both candidates. She also thanked the search team members for their hard work in the process.

- **Amir Darom**, the head of the search team, presented the search team's report - key points are included below.

- **Ron Cohen** spoke - his remarks are included below.

- **Idan Zelas** spoke - his remarks are included below.

- Both candidates were asked about their positions regarding the simultaneous holding of two roles - Chairman of Maytronics and CEO of Holdings by one individual.

Ron responded that he believes this is the best and most appropriate course for the owners. A property owner should be in control of the core business and manage it closely. In his view, if Idan is elected, he will need to take on the role of Chairman of Maytronics as well.

Idan replied that he holds a different view, and therefore if he is elected CEO of Holdings, he will not take on the role of Chairman of Maytronics. The correct process for selecting a Chairman for Maytronics is to establish a search team from the board that includes external directors and directors from the kibbutz. The search team will interview candidates for the role and recommend the best candidate, whether external or from the kibbutz.

- After Idan and Ron left, the discussion continued with various opinions expressed, touching on several key points:

1. The question of filling both roles simultaneously - it was stated that dual roles would lead to insufficient attention being paid to each, and that one person cannot effectively fulfill two positions that sometimes contradict each other, thus not performing either role optimally. Cooperation between two role holders contributes to mutual enrichment and healthy tension that promotes processes. Merging the roles could stifle these processes.

2. The crisis that Maytronics is facing, and what skills are required for those leading it and Holdings during such a turbulent period. **Arik Shor, Chairman of Holdings and a member of the search team**, commented that in his view, the dual role system is ideal and the most appropriate course of action; it is necessary for the CEO of Holdings to also be the chairman of the largest company in its portfolio.

3. The search process conducted with Idan - it was said that it was not appropriate for the team to conduct an examination of Idan after the team had already decided to recommend Ron for another term. **Amir Darom** responded on behalf of the search team that when they began the process with Idan, all options were open, including recommending both candidates.

4. Who chooses the Chairman of Maytronics and why was the chairman not elected by the asefa as in the past. Jeramy said that the management committee is promoting a proposal to amend the Holdings regulations, so that the Holdings asefa will be the economic council (which is a replacement for the asefa). In such a case, the economic council will be the one to decide on the Chairman of Maytronics.

- **Jules Feldman** raised a point of order: to remove the topic from the agenda until the management committee discusses and decides on the question of filling both roles simultaneously. After Jules understood there were no supporters for his proposal, he withdrew it. - **Voting will take place via ballot on Sunday and Monday, October 6-7, 2024.**

Due to the late hour, discussion on the profit-sharing key was postponed. Limor Griman

Selection team's report to the Asefa:

Ron Cohen's Candidacy for a Second Term as Holdings Manager

Amir Darom

1. Search Process Explanation:

- The selection team initially evaluated Ron Cohen for a second term as Holdings Manager for Yizrael Holdings.
- The team was composed of business management and community representatives.
- Ron Cohen was recommended for a second term, while another candidate, Idan Zelas, submitted a private candidacy.

2. Evaluation of Ron Cohen:

- The team interviewed 17 individuals, including key figures from Yizrael Holdings and the kibbutz leadership.
- Cohen was praised for his strategic vision and expanding the business portfolio during his first term, helping to strengthen the kibbutz's financial standing.
- Concerns were raised about Cohen serving both as Holdings Manager and Chairman of the Board of Maytronics. A legal review found no conflict of interest.
- Another issue was Ron and Kinneret, the HR Manager, being a couple in leadership roles. This has been reviewed by legal counsel and deemed non-problematic.

3. Evaluation of Idan Zelas:

- Idan Zelas has worked at Maytronics for 15 years and has experience in finance and mergers and acquisitions. He is also a board member in several companies.
- While Zelas is seen as highly capable, he lacks experience in senior decision-making roles. The team believes he should be developed further for future leadership.

4. Conclusion:

- **The team recommends Ron Cohen for a second term as Yizrael Holdings Manager, citing the importance of continuity and his successful first term. The term will last four years.**



Summary of Ron Cohen's Vision for the Upcoming Term

Ron Cohen outlines his vision for a second term as the Manager of Yizrael Holdings, highlighting the challenges at global, national, and local levels:

1. Global and National Context:

- Globally: While interest rates are starting to decline, there is political instability, especially considering the upcoming U.S. elections.
- Nationally: Israel faces significant security and political challenges that will impact the economy, including inflation, interest rates, and economic pressures on citizens.
- Yizrael's Economy: Yizrael's economy heavily depends on the company *Maytronics*, which faces global market challenges, competition, and changes in fundamental business strategies.

2. Key Objectives for the Coming Years:

1. Maintain Existing Businesses: Cohen emphasises strengthening the financial foundation built over the last three years. The goal is to ensure the resilience of Yizrael's portfolio, even though it may not always deliver the desired dividends. Cohen will focus on enhancing key roles in companies like Teldor, Kapro, and Maytronics and establishing close management relationships with these companies to monitor and support their business activities.

2. Strategic Management of Holdings: A continuation of the strategic planning that examines Yizrael's holdings will help identify kibbutz-wide needs and guide business decisions, ensuring ongoing growth and prosperity.

3. Community-Business Interface: Cohen stresses the importance of collaboration between business and community leaders. He believes that teamwork is the foundation for both the success of the holdings and the community, particularly during challenging times.

3. Personal Note:

- Cohen reflects on his first term, during which he and his team met their goals, but he acknowledges that much work remains. He seeks the community's trust to continue in his role, emphasising the need for responsible, experienced, and stable leadership in the years ahead to address the challenges facing both Yizrael Holdings and the kibbutz.

He concludes with a New Year's greeting, expressing his commitment to leading with integrity and collaboration.

Summary of Idan Zelas' Vision for CEO of Yizrael Holdings

Idan Zelas presented his candidacy for CEO of Yizrael Holdings, emphasising his extensive experience, approach to leadership, and the challenges facing the kibbutz and its businesses.

Professional Experience

1. Roles at Maytronics: Zelas has 15 years of managerial experience at Maytronics. He served as:

- Budget Control Manager for six years, overseeing the company's budget, managing large-scale projects, and ensuring adherence to budgets across departments like marketing, R&D, and supply chain.

- Manager of Mergers and Acquisitions for the last three years, leading cost-efficiency projects, managing the legal department, and serving as CFO of Axii Europe, a subsidiary focused on e-commerce in Europe.

2. Key Projects: Zelas has been involved in key agreements between Maytronics and Kibbutz Yizrael and represented the kibbutz on boards like Teldor, Ma'agan Eden, and Yizrael Holdings. He highlights his negotiation skills and leadership in mergers and acquisitions both locally and internationally.

3. Leadership Approach: Proactive and Collaborative: Zelas advocates a proactive, learning-based, and teamwork-oriented leadership style. He emphasises the importance of consulting with specialists in each field and fostering a collaborative environment to make informed decisions.

- He believes the CEO must rely on experts within each company (e.g., robotics, fibre optics) and integrate diverse perspectives to arrive at the best solutions.

- Zelas has led many projects at Maytronics following this method and asserts that his approach leads to better decision-making and implementation.

2. Pragmatic Financial Management: Given the current financial challenges, Zelas stresses the need for conservative, meticulous management of kibbutz assets and businesses. He believes every decision must be critically examined, and steps should be taken to reduce debt, cut costs, and strengthen owned companies.

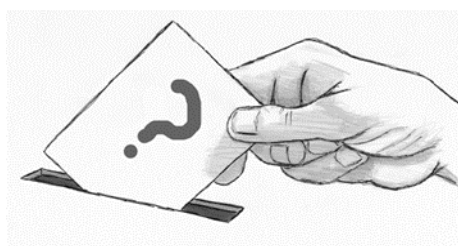
Current Challenges:

- Zelas notes that Maytronics is currently facing a crisis, and in such a period, it is inappropriate for the CEO of Yizrael Holdings to also serve as the Chairman of Maytronics.
- He expresses concern over the lack of financial transparency in 2024, with Maytronics' financial results not being presented to the Yizrael Holdings board as usual.

Vision for the Future:

- Idan Zelas advocates for cautious and conservative management of Yizrael's assets, reducing loans, cutting expenses, and minimising risks to safeguard the kibbutz and help Maytronics recover.
- He commits to bringing the combination of a proactive approach which fosters collaboration and a conservative, detailed financial management style to Yizrael Holdings.

He concluded by thanking the asefa for the opportunity and reaffirming his commitment to responsible leadership.



End of Year Summary on Duty Rotations (Toranuyot)

After almost a year since the new duty rotation system was implemented, the coordinators present the following updates:

- At the end of 2023, several members who were not participating in the rotation system were contacted. Some returned to duty immediately after receiving a letter, while others met with an occupational doctor, leading to a few receiving medical exemptions. Most of these members have been reassigned to roles more suited to them, such as cultural or moadon duties.

- Currently, 266 members are participating in various duties, including retirees and teenagers. Around 15 reservists were excused from rotations during their military service, following the standard procedure. Members on reserve duty are excused from shifts until one month after completing their service.

Rotation Frequency:

- Weekly service (Shvuit): 3-4 shifts per year
- Friday shifts: 3-4 shifts per year
- Saturday shifts**: 3-4 shifts per year
- Holiday eve shifts: 1 per year (between Rosh Hashanah and the Kibbutz holiday)
- Cultural shifts 1-2 per year.

Each member performs 11-14 shifts per year on average.

Kudos to Dotan Svir and Rotem Agmon, who do significantly more, working in the dairy branch on Fridays, and as lifeguards at the pool.



The guiding principle of the rotation system is equal responsibility. In the past, the burden was uneven, but now if a member feels they are overworked, adjustments can be made. However, members should understand that if they opt out of a duty without a medical reason, someone else will have to take on more work, impacting others' rotation frequency.

The coordinators thank everyone participating and wish them a peaceful weekend and a happy new year.

Zohar Assaf and Kinneret Govrin

Minutes of the Small Business Committee Meeting

September 10, 2024

Attendees: Irit Mor, Anna Abramovitch, Maor, Kinneret Govrin, Shimon Zelas

Guest: Erez Peleg

1: Six-Month Summaries

Before the meeting, committee members received half year summaries for each business.

- Total revenue for all businesses combined was 1,580,000 ILS, an 18% increase compared to last year.
- Net profit for all businesses was 330,000 ILS (a 200% increase from last year), and the contribution to the community (net profit + salaries + rent) was 1,080,000 ILS, 39% above last year.

2: Ziv Ceramics – Purchase of a new kiln

- Approved the purchase of a new ceramic kiln for 23,000 ILS to replace a non-functioning one.

3: Moran - Bakery

- In June, Moran returned to work at the bakery in the renovated hut – **a big thank you to Barry Feldman.**
- Moran requested to increase her working days at the bakery. After discussion, it was agreed to allow Moran to work at 60% capacity for now, with plans to review the matter again in a few months.

Reported by Shimon Zelas



Notes from the Music School



On September 1, 2024, the academic year 5785 opened at the Music School! This year, approximately 280 students from all over the council area and beyond started their studies, including 44 students from Yizrael.

The activities at the Music School have fully resumed, including a variety of ensembles, theory groups, pre-instrument groups for early childhood, and three different orchestras (a youth wind orchestra, a string orchestra, and a symphony orchestra).

As every year, the traditional "Nigun Elior" concert was held in memory of our student Elior Ancelovitz. Advanced students performed at the concert, along with the "Klezmer band," the representative ensemble of the Music School.

During the event, eight scholarships were awarded with the support of the Gilboa Regional Council. In addition to these, a scholarship in memory of Elior is awarded annually by her family. This year, for the first time, a scholarship from the "Yosef Fund" in memory of Yosef Gavrilov was also awarded, aimed at encouraging and supporting outstanding clarinet students.

At the concert, an awards ceremony was held for 16 students who demonstrated exceptional progress in playing, participated in numerous events, and consistently attended theory classes during the 5784-school year. Among the scholarship recipients were two representatives from Yizrael – Nov Cohen Schwartz and Shira Cohen Epstein. Congratulations to all the scholarship recipients and outstanding students!

Due to the security situation and in accordance with the Home Front Command's instructions, we have continued learning online for the past two weeks.

Registration for the Music School is still open! We offer a wide variety of lessons:

- Flute - Trumpet - Violin - Recorder - French horn - Viola - Oboe - Baritone - Cello - Clarinet - Trombone - Guitar and Bass Guitar - Bassoon - Voice Training - New! Ukulele - Saxophone - Piano - Drums

All you need to do is choose an instrument and register 🎵

The days pass, the year goes by, but the melody always remains. May we have a year full of music and may we only meet at concerts.

Submitted by: Noam Ben Abu and Yarden Zinenko

Remembering Ha-Noi (Not the Capital of Vietnam)

Rotem Agmon

(Some puns are untranslatable even by ChatGPT – Ed)

A Kind of Nostalgia - Following the relocation of the noi (gardening department) from the hut in the west to the agricultural complex in the east .

Recently, the gardening department moved to its new and final location (Rotem, nothing is final on Yizrael, take it from me – Ed). For those unfamiliar with our new premises, it's a large complex below the agricultural farm, overlooking the Valley and the Gilad mountains, opposite the sunrise.

Disclaimer: no in-depth historical research was conducted, and there's no reference to technological developments in the noi that may have been milestones and greatly enriched this document. This is all from memory, which sometime fails the author. Admittedly it is far from being objective. The responsibility is entirely mine, and I make no apologies.

As far back as I remember, the noi was located on the south side of the large eucalyptus tree (what is now the stone garden), in a shabby corrugated iron shed in the center of the kibbutz. When you stood at the entrance of this shed, you faced residential huts arranged in a (not quite perfect) circle around the "large" and very sloped lawn/soccer field (where the "new" dining room stands today, ever since 1981). I remember spending many hours on the edge of that field, watching the omen's soccer games, including the two Hillels - Hillman and Rom. The combination of rainy winters, dilapidated wooden huts, and unsafe electrical wiring led to hut fires that the whole kibbutz came to watch (and help extinguish). This all happened in the days when we watched TV in the communal bomb shelter, long before phones (the ones with the rotary dial) arrived in every home (1988), and before the Nof Housing project extended the kibbutz's borders "imaginatively" beyond "Nis Albochers' fruit Orchard" in 1997. (where, if I recall, Rotem and his friends went to steal fruit – Ed)

The people most associated with the noi back then were, first and foremost, Arnie Friedman (may he rest in peace), Efrat Agmon (my mother!), and Dina Weinbaum. Years later, I worked there as a teenager under Shai HaLevi (son of Nitza and Eilon) and Sassi (1982).

One of my clearer memories is that the work back then didn't involve endless hours collecting discarded packaging, sweet papers, plastic bags, soda cans, and the like... there simply weren't ant to pick up. Another memory from the difficult economic

period that the kibbutz went through was the discussion about possibly shutting down the noi! (a stepchild?) I remember Eddie Solow, who was then the head of the chickens at the time, "standing his ground" and declaring that there was no way that they would stop maintaining the gardens in the kibbutz (it wasn't shut down). (Never too late, be on your guard, Rotem, when I am too old to "stand my ground" – Ed)

The era of the cellphone, and later the smartphone, found the noi in its then-current location before the latest move: lodged between the factory and the "Shnat Sherut" volunteers' housing. It was a period when I was less involved. The noi team of that time are still around, and I'm proud to share a seat with them on the mule, share the dining room table for breakfast, and hear about their dreams for a more beautiful, greener, cleaner, and pleasant kibbutz to live in.

I wish all of us a good year, a green and healthy year where it's a joy to get up in the morning and go to work. I wish for our noi to thrive and continue to be a second home for our youth, where they learn something about work, independence, and responsibility.

Happy New Year

P.S. As these lines are being written, the author's daughter (Yael Agmon) is traveling in Vietnam. (A reference to the opening pun Ha-noi/Hanoi, I assume – Ed)

Written by: Rotem Agmon



End of an Era - The Noi Goes East

Someone on the Hill: Interview with Zimra Baran

Interviewer: Zohar Assaf (summary of a two-hour conversation)



The following is a detailed conversation about Zimra's life, spanning several key moments, from her childhood to her adult life and involvement in various communities. Here is a summary of the interview: (With thanks to ChatGpt – Ed)

Early Life and Family Background

Zimra was born and raised in Beit Hashita, part of the second class in the kibbutz. Her father, Nehemia Klavansky, was born in Königsberg, Germany, and immigrated to Palestine in 1934. Her mother, born in Jerusalem, came from a mixed Yemenite and Sephardic background. Zimra shared stories of how her parents met in the kibbutz, with her mother bringing food to her father, who was a shepherd at the time. The relationship grew, and they eventually got married, leading to Zimra's birth.

Childhood in the Kibbutz

Zimra vividly recalled her childhood in the kibbutz, highlighting the communal upbringing in Beit Hashita. The children slept in communal houses and were largely independent from their parents. She reminisced about the difficult conditions during wartime, particularly during the Israeli War of Independence, which resulted in the cancelling of her Bat Mitzvah celebration.

Marriage and Family Life

Zimra's first marriage was to Amos Tsifroni, with whom she had a son named Eli. They moved to Yizrael as part of the "shlichut" (service) to support the struggling community. Zimra and Amos eventually divorced, and Zimra remained on Kibbutz Yizrael. Later, she married Anton Baran. Anton's background as a Holocaust survivor added depth to their family story. He rarely spoke about his past, but Zimra learned bits and pieces over the years.

Professional Life and Contributions

Throughout her life, Zimra was heavily involved in different areas of kibbutz life, working in childcare, teaching, and even in the laundry for many years. She pursued education in Bible teaching and later also taught music to the kibbutz children, a role she cherished. Zimra also played a significant role in organising holidays and communal celebrations, such as Pesach and Shavuot, ensuring that these traditions were carried out with meaning and creativity.

Community Engagement and Legacy

Zimra became an integral part of the Kibbutz Yizrael community. She was active in community life, taking on leadership roles and helping with various activities. Her passion for sports, inherited from her father, led her to be involved in organising sports events and even becoming a referee for basketball and swimming. She also embraced the kibbutz rugby team, supporting her son Eli's involvement in the sport.

Family and Descendants

Zimra's family grew over the years, with her children establishing their own families. She shared stories about her children and grandchildren, some of whom live abroad. Zimra has maintained strong connections with her family and continues to take pride in their achievements, especially in sports and education.

Reflections on War and Loss

War played a constant role in Zimra's life, from her early years during the War of Independence to later conflicts like the Sinai War. She recalled the losses of classmates and friends in various wars, expressing the emotional toll that such experiences had on her. Despite these challenges, Zimra remained committed to her community and family.

Conclusion

Zimra Beran's life is a rich tapestry of personal experiences, community service, and family ties. She reflects on the changes in kibbutz life over the years, her contributions to education and culture, and her role as a matriarch to a large and diverse family. Her story is one of resilience, adaptation, and dedication to her values and loved ones.

The full interview can be seen on Kehilanet



Programme for 06/10/24 – 10/10/24

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

Sunday 06 October

Opening the week with Monica.

09:10 Zoom with Dorot B'Gilboa – Dr Motti Adler -" Poems without Words"

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

Monday 07 October

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

10:00 Trivia and Brain Games with Galia

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

Tuesday 08 October

10:00 Movie screening – Galia

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

Wednesday 09 October

09:30 Nature is Blooming with Hammotal Assaf

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

Thursday 10 October

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

09:30 "HaNogariah" with Noga Harpaz

17:15 Exercises on chairs with Michal Sha'anani



English is Fun - with Rahel

The hygiene classrooms are far from immune to verbal schoolishness:

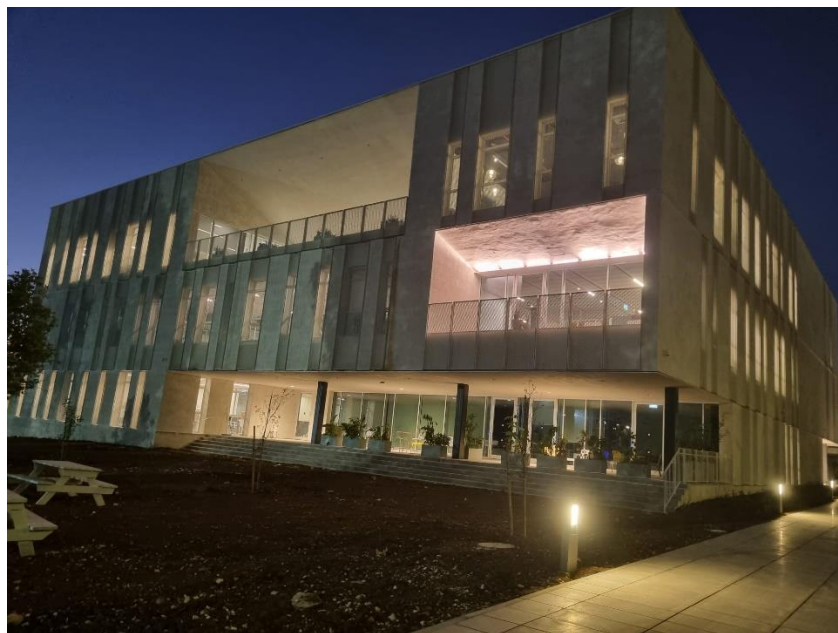
- Heredity means that if your grandfather didn't have any children, then your father probably wouldn't have any; and neither would you, probably.
- A skeleton is a man with his outside off, and his inside sticking out.
- There are 26 vitamins in all, but some of the letters are yet to be discovered.
- To keep in good health, inhale and exhale once a day, and do gymnastics.
- I do not believe in premartial sex because he or she might get pregnut.
- In sex, men use a condom; women use a diagram.
- Gender is how you tell if a man is masculine, feminine or neuter.
- An appendix is something you find in the back of a book. But if it gets in people, it has to be taken out.
- The blood circulates through the body by flowing down one leg, and up the other.
- Natural immunity is catching a disease without the aid of a physician.

- The four seasons are salt, pepper, mustard and vinegar.
- Mono sodium glue to mate enhances the flavour of food.
- I'll never forget the time my brother choked at dinner, and my father gave him the Hemlock Remover.
- To guard against heart attacks, I need to get my castor oil levels checked.
- Green persimmons are a rich source of indigestion.
- People who go to see optimists often find that their eyes and headaches disappear.

RUGBY: (noun)

A collision sport of elegant violence where the ball is moved forward by throwing it backwards. Some say it is the best time a person can have with 13 other people and a hooker.more next week

Photo op



Maytronics by night



Jump down, turn around, pick a bale of cotton



Great place to hung your cup



Impromptu twilight get-together in a bomb shelter

Credits:

Editor of Hebrew Newsletter: Reut Shaliv

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Disclaimer 1: The Editor and translator does his best to provide an accurate reflection of the Hebrew Alon. Please be warned that it is not a direct translation. The original Hebrew text is the official version. This is of particular importance when it comes to decisions and procedures! Not all the material published in the Hebrew newsletter appears in “The Yizraelite”. Considerations of length, readers’ interest and the Editor’s ability to grapple with the subject matter, determine what is included.

Disclaimer 2: “English is Fun”: At the request of the author, this column is not proofread or edited in any way. Content and format are at the discretion of the author.

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