

The Yizraelite – No 2156 Date: 3.5.24

Kibbutz Yizrael

Pesach 2024 – Yifat Assaf

Our Passover Seder this year is a complex Seder. We are a part of Israeli society that is hurt and in pain. We get to mark the Seder together. For many families the Seder will not be the same forever. They have lost family members. Other families await their abducted loved ones, vacillating between hope and despair. Many families, from the south and the north, are doing the Seder far from home.

What has changed this Passover?

Every year, the spring scents of the month of Nissan uplift the soul, and this Passover the soul is hesitant to rise up. We feel suffocated by the evil, and the unfathomable cruelty of our enemies and the weight of our sorrow over the loss of life of innocent men, women and children and the pain and suffering of the wounded in body and soul. We are concerned for the safety of the abducted and the soldiers risking life and limb. We are sad for the evacuees who are refugees in their own country.

We are sad for the innocent people of Gaza, whose leaders have no concern for their safety. The killing and suffering are everywhere, and there is no stopping it. It's hard to breathe.

This Passover, when we sing: "And she who rose up against our forefathers and against us" we will know that the pursuit of truth, justice and peace, hatred of sin and corruption, and taking responsibility for change, are precisely the forces that will stand

up for us. The human spirit is what stood for our ancestors and for us and it is this force that will stand behind us forever.

So, we are celebrating the Passover Seder once again on Yizrael. This year we cannot use its other name – “the festival of freedom”, because so many of our fellow citizens were taken into captivity. With all our strength we will choose hope and joy. Let us look at the spring that bursts brazenly forth everywhere, as if promising that it will once again be good, here, in the Land of Israel.

Chag Sameach! Yifat Assaf

**We share in Ilanit David's grief,
On the death of her mother
The late Shula Shalom
May you know no more sorrow.
Beit Yizrael**

Update regarding Remembrance Day and Independence Day

This year, these days of remembrance will be particularly complex and emotional and necessitate a different format.

The Holocaust and Remembrance Day committees are planning ceremonies, events and gatherings.

In addition, we face the dilemma regarding our “right” to celebrate when the abductees are still being held captive, the war is in full swing, and many soldiers are at the front.

We chose to celebrate Independence Day with a modest dinner, a dignified ceremony followed by an evening of singing together accompanied by coffee and cake.

This will allow us to meet up and be together on Independence Eve.

The next day we will mark the official opening of the pool - enjoying an upgraded 50-meter water slide and a foam cannon.

We realise that some of you think or feel differently. Opinions are diverse and therefore we are letting you know in good time, so that everyone can make their plans accordingly.

We wish you all better times and pray the hostages will be released now!! 🙏

Tal Wolfson-Darom - Director of Culture

Yifat Segal - Director of Eshkol Tapuach (Culture, Leisure and Society)

General Meeting - Asefa

Wednesday 08/05/2024 at 8:30 p.m

In the Moadon + on zoom + on channel 900

1) Staffing Committee: The recommendation of the search team for the position of Chairman of the Reserve Fund - Elad Ilan (vote by ballot)

2. The staffing committee recommends the following appointments:

A. Health and Welfare cluster Council -

Public representatives - Rotem Agmon and Amir Darom

Welfare representative - Yoni Brauman

B. For the Education Committee - Natalie Zinenko, Alita Grosser

C. For the Coordinator of the security committee - Eyal Tirosh

• **N.B.** Committee heads are elected by the asefa by a vote in the Kehilanel, committee and council members - presentation at the asefa

3. Vacation procedure

4. Absorption of evacuees

Asefa Committee

H.R. Management Meeting Summary - 21.4.2024

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

1. Report regarding duty shifts. Invited: Zohar Assaf

After 3 months of operating the new duty shift system, Zohar presented an interim report.

247 people take part in shifts. Of these, 24 are pensioners and 29 are teenagers. 28 people have exemptions, (about 20 medical exemptions), five have returned to the duty list. Some are still undergoing medical investigation.

On average, each member has about 10 shifts a year, including holiday shifts.

The frequency of shifts per year on average is currently about 3.5 times in the middle of the week, about 3 on Fridays and about 2.5 on Saturdays.

Recently, the evacuees were added to some of the shifts.

The challenges we face in this regard: training the staff for kitchen duty, using the new software, filling the place of the soldiers and their wives, who have been taken out of the list temporarily.

Most of the members cooperate, but it should be noted that we also encounter less cooperative responses.

In the discussion:

- People who do not turn up for culture duty (Tarbut) should bear the same sanctions as all the rest of us.
- All those who received a medical exemption and are not currently on duty must be put on moadon duty.
- The medical exemption is not for shifts in general, but physical shifts, so the people with the medical exemption should be included in other shifts.
- Those who don't do regular duty shifts should be assigned more culture shifts.
- We should check the possibility that the residents could be obliged to participate in shifts. It was said that it is not possible to force residents to participate in duty shifts

from an insurance point of view, but the young residents who belong to the younger generation are currently doing shifts after the issue has been settled.

- We should consider publishing the names of those who do not turn up for their shifts.
- Zohar Assaf was praised for the admirable way she does her job.

Decision: It was decided: those with the medical exemptions will be assigned alternative shifts, such as moadon duty and culture shifts.

2. Summary of the First Quarter 2024 - Human Resource Management

- **Implementation of the new work procedure:** adjustments were made to the work registration system
- **Duty shifts:** Implementation of new software, the number and frequency of shifts were reduced, some members returned to the list, and the burden was balanced.
- **Employee evaluation processes:** a feedback workshop was held for all managers in the kibbutz (community, agriculture and holdings) and the managers will be asked to hold feedback meetings with the employees at least once a year.
- **Preparation for retirement:** to date, about 25 meetings have been held with members who have retired from work in recent years or who are about to retire. The intention is to meet with all those members who are about two years before retirement (women - 60 years old and men - 65 years old) and those who have recently retired.
- **Reduction on the numbers of management.** The goal is to increase the proportion of productive jobs.
- **Establishing and deepening the relationship between Maytronics and HR:** Close and good working relationships have been established and there is a great willingness and effort on both sides to absorb kibbutz members. Members are invited to job interviews. The goal is to increase the number of members working in the company.
- **Integration of kibbutz members in the kibbutz's subsidiaries:** **Artzi Sankar** is Vice President of Procurement at Teldor, **Ariel Dolinko** was chosen for the CEO job of Capro, **Ron Cohen** is to be elected Chairman of the Board of Maytronics and other kibbutz members are now directors on the boards of Netzer, Capro and Teldor.
- **Managers' Forum:** the forum used to meet once a month for joint learning and dealing with various managerial issues. In the wake of the budgetary cuts and low attendance, we are rethinking the matter.

• **Update regarding the work situation among the members:** there are 8 members between jobs (on the day sampled) and two who have worked less than 70% since the beginning of the year. Beyond that, there are members who lack a regular full-time job. Today all members know the scope of their jobs and can consult and ask for help if necessary.

Kinneret Govrin

Update regarding the Position of Kibbutz General Secretary (Mazkira)

Towards the end of Yifat Assaf's two terms as the kibbutz secretary, we are issuing a call to the public with the definition of the position. You can apply for the position (or suggest names) until May 16, 2024.

The search team will formulate its recommendation by July 24.

The team's recommendation will be presented at the kibbutz asefa and the election will take place by ballot, as is customary.

We invite the members who wish to present their candidacy for the position or express their opinion on the matter, to contact one of the members of the search team - Hila Alterlevi, Ofra Shelef, Amir Darom, Irit Shemesh and **Kinneret Govrin**. (The job description is in the Hebrew Newsletter – Ed)

Planning Committee Meeting Summary - 9.04.2024

Present: Ofir Griman, Revital Zelas, Shlomo Levy, Shahar Levy, Alita Mor, Benny Segal, Erez Peleg, Axel Levin

1) Request to establish a Maytronics warehouse - continued

The committee was joined by Rinat Greenberg on behalf of Maytronics and Shimon Zelas on behalf of Holdings. This meeting is a follow-up meeting to the meeting held on January 2, in which the Maytronics representative presented the request to build a warehouse. Rinat presented the updated request and explained what was updated, and why some of the committee's comments were not acceptable. Below are the

committee's comments from the previous meeting and the answers of the Maytronics representative:

A. In the green strip there are large trees for conservation (the size of the crowns of the trees is around 12 meters). Maytronics is asked to mark them for preservation in the demolition plan and the warehouse construction plan. In addition, an agronomist's opinion is required on the minimum distance between the trees and the demolition activity of the existing loading dock and the future construction, (for the successful preservation of the trees). The planning committee requests to receive the amended plan before submission for a permit. **Maytronics answer:** We sent an agronomist's opinion. The existing trees are for preservation and will not be touched. Maytronics intends to plant more trees. The green area will be extended up to the new building.

- **The committee's answer regarding the trees:** The representatives of the committee and the gardening branch will send additional detailed instructions for preserving the existing trees.

- **The committee's answer regarding the green area:** The committee would be happy for the green area to be increased up to the new building and for tall bushes to be planted to complete the green look and to (somewhat) hide the building.

B. The planning committee requests reference to the height of existing construction in the same area, both on the side of the kibbutz and on the side of the factory. The existing buildings around the planned area are about 4, 7, 9 meters high. The new building is 13.5 meters high and therefore stands out, especially on the north side. The planning committee requests an examination of the possibility of moving the new building away from the northern border and/or the possibility of planning a less tall building and/or planning a building staggered in height. **Maytronics' answer:** The possibility of lowering the height of the warehouse was considered and they managed to reduce the height by one and a half meters (12 meters above the entrance). An option to lower the height and increase the "footprint" of the building was also examined, but this would result in a longer facade on the north side facing the kibbutz, and greater building expenses. The height of the building will be the same as the height of the headquarters building including the generator.

- **The committee's answer regarding the height of the warehouse:** the lowering of the height is relatively small but appreciated. Priority is given to the changed front and not to the lower but longer front.

- The committee requests to add an additional green space between the laundry and the area of the warehouse

3. In addition, the committee requests a livelier northern facade (not a smooth opaque wall). Maytronics answer: it is possible to add windows, but there is no need or function for windows in this structure. Unsmooth construction, with architectural recesses will complicate the construction. **The committee** proposed not to paint the warehouse white or gray, but to paint it with three horizontal stripes from green to gray to sky blue. (This technique is used in Europe to make tall buildings less conspicuous.) It was agreed that the committee representatives would send samples to the Maytronics representatives.

- The committee requests an updated plan for approval before submitting the plans for the permit, including a proposal for colour schemes.
- The committee recommends exhibiting the plan in the lobby of the kibbutz dining room when submitting the application for the permit.

2) Sheds for apartments on the first floor

Recently, it became clear to the planning committee that sheds built (with the approval of the housing and planning committees) for temporary apartments on the first floor, are not always handed over to the next tenant at the end of the tenancy. Then the next tenant again turns to the housing committee and the planning committee to build another shed. Because the space for building sheds in the residential area is limited, and because of the guidelines of the planning law, it is not permissible to build more than one warehouse per apartment. The planning committee, in coordination with the coordinator of the housing committee, reminds the public that:

- It is not permissible to have more than one shed per family house.
- For upper story temporary apartments there is a place for storage near the entrance to the house, or in a designated area.
- It is not permissible to keep a shed in the area of the previous house after moving to another apartment or house.
- The establishment of a shed requires the approval of the Housing Committee and the Planning Committee.

The planning committee asks the housing committee (with Erez's help) to map the existing sheds in the residential areas and to associate a shed to each upstairs temporary apartment.

3) Cara-villot (Caravan Villas)- detailed plans

Further to the discussion that took place on 16.01.2024 in which it was decided on the garden branch admin area as an option for the establishment of Cara-villas, a detailed planning review was prepared. The inspection was done on the basis of 80 square meter plots and takes into account the trees and all the existing underground infrastructure, distance from buildings (6 m), the boundary of the land zoning (0/3 m), underground infrastructures (3 m), a transformer room in the power plant (10 m), and preservation of mature trees. Several sketches were presented showing the possible options for building placement in accordance with all the restrictions. The possibilities and limitations were discussed, and it was agreed that if there is a desire to build in this area, the planning committee recommends preparing a long-term plan with a vision for the entire area to be designated as special residences. Using a part of the area limits the future possibilities in the area for at least 20 years and does not allow the potential of the area to be realised, especially since the number of buildings that can be legally placed, is very limited. In addition, the committee thinks that it is not pleasant to live in this area because of the proximity to the Electricity admin building and the factory, and because of the surrounding road. The committee notes that in order to turn the area into a residential area, earthworks and the preparation of the area are required, including digging up asphalt and concrete, replacing soil, making paths, making a public area with plants and irrigation.

The committee does not think this is a good idea (Eds summary)

4) Closing balconies

Further to the asefa's decision to give kibbutz members with a permanent home and a balcony that meets certain conditions, the option to close a balcony, which would then make the size of the house no more than 120 square meters, a survey was conducted in Kehilanet. The survey showed that there is a desire to close balconies in the Sadot neighbourhood. Following this, it was decided in the construction department to order planning from an architect/ for the closing of terraces in Sadot, with the intention of issuing a uniform building plan for the entire neighbourhood. Shlomo presented the plan that the architect prepared in accordance with the general construction of the buildings. A discussion was held regarding the consideration of one permit for the majority of tenants. Under the assumption that the kibbutz could request one building permit for everyone, the plan was approved.

Axel Levin

Little Tips for Big Feelings

Gaya Sankar

In Signs and Wonders

(Or the story of a plague of darkness in the 21st century)

Do you remember that a few days ago we were caught by surprise by a rather strange power outage? The one that took too long, with generators that overheated, and an abundance of flies that were, to put it mildly, too much to bear?

All of this happened at the exact time when a lecture on naturopathic medicine was to be held, in the Moadon.

Deep down I have a strong belief that hardship strengthens us.

It doesn't mean that faith necessarily makes all the struggles that life throws at us easy, but it does expand the heart, and definitely brings with it a tendency to ask strange questions when things happen to us.

So, it turned out that just before the doors opened, we were still deliberating what we should do. The question was asked: "Why" - not just "why now?" or "Why do we deserve it?", but - What does it come to teach us?

When we ask questions with an open heart, answers come. And so, in less than an hour and a half, with the same ease with which the "why" came, it was answered.

Because it was in that place, along with this darkness, that we found the light.

Every person who came brought light with them. At first, physical light - another flashlight and another candle, until they were extinguished and this time not because the battery ran out (well, one ran out) or because they got too hot, but because they were no longer needed... Because we ourselves were the light.

Throughout the evening, I observed what was happening. Everyone talked to everyone, sat around tables, or stood near the food (and just between us, what is more of a friend than food?), lots of conversations were going on in every corner, and the darkness was dissipated by glowing smiles.

And there was no need for lamps, and there was no need for electricity, and there was no need for anything, except for this moment, here and now.

We were in complete acceptance, in complete enjoyment, of this moment.

We returned to communication that has no noise, that has no distractions, even if, for a moment, like in the olden days. After the first moments, when we were scared, because they took away this thing that we can't do without anymore, we discovered that we actually could do without it. We can be without electricity for a time. And not only can, but we can even enjoy it.

Anyway, the point is, we had an amazing opportunity to see how precisely in a place of darkness there is a great light. And how we ourselves are the light. It is not external at all. How the consent to feel the other, without the distraction of what I see, what I already know about him, how I perceive him, to simply feel him as he is and as we are now, how it enables love to flow. In the dark you have to listen, just listen. There, the light is revealed. The one inside you, and the one around you. And what fun it is.

So, thank you, to everyone who came and to everyone who was present here around us and with us, with the pain and with the connections and with the learning ...and with the food, because food is life.

And if we are on the subject of food, you asked for the recipes.

I put the recipe for crackers here, and those who are interested in other recipes are welcome to write to me and I will send them with love.

½ cup chickpea flour

½ cup buckwheat flour

½ cup of cooked quinoa that has been dried in the oven for 10 minutes until lightly golden (but you can completely skip this step and add it cooked as it is)

3 tablespoons sesame

¼ teaspoon Himalayan salt

A little ground black pepper

2 tablespoons of olive oil

1 tablespoon raw tahini

½ cup of water

Heat the oven to 160 degrees on turbo. Mix all the ingredients together. The mixture turns out to be a kind of sticky dough, but one that can be held in your hand. If it feels too sticky to you, you can add more hummus flour.

To roll the crackers conveniently (and without a lot of dishes to wash), grease baking paper, place half of the dough on it, grease it as well and cover it with another piece of baking paper, that is also lightly greased.

The dough is soft and malleable so that you can literally "spread" it with the help of the rolling pin between the two baking paper sheets, until it is about half a centimeter thick.

Transfer to an oven dish and repeat the operation with the other half. Bake in the oven for 30-35 minutes until golden.

(If you want, you can take out the pan after 10 minutes of baking, cut squares, and put it back in the oven for the rest of the time. (This way you will get uniform crackers).

Keep in a sealed box, if not consumed immediately.

Bon appetite and lots of love

Gaia

A Celebration of Rugby on Yizrael! Idan Zelas

On April 13, we opened the regional rugby league with a big event that started with a national tournament for children that attracted hundreds of children and a large audience from all the clubs in the country.

The Yizrael teams won the tournament of the age groups up to 12, and up to 16. Levi Hollander, who plays in the team up to 14 years old, scored 6 tries and excelled throughout the tournament.

The regional league game pitted our team - the Northern Stars, against the central team - the Golden Jackals.

As we expected, we got a close, high-quality, fast and very physical rugby game of international level. The foreign players in the 2 teams stood out and the Yizrael players also proved that they have nothing to be embarrassed about.

The Golden Jackals from the centre of the country led throughout the game and won 23-17.

Last Saturday, the second game in the regional league took place. The Northern Stars played against the UN (United Nations) soldiers' team from Fiji - AI MATAI ("The First Battalion")

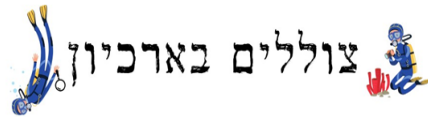
We were treated to a high tempo game with some performances that only Fijian players know how to give. In the stands, UN soldiers from Fiji added to the unique atmosphere with their singing and cheering. The Northern Stars dominated the scrums and throw-ins, but the Fijian players were dangerous every time they won the ball.

At the end of a close game, the AI MATAI team from Fiji won 27-19 over the Northern Stars. Those who stayed after the game had an unforgettable experience - the traditional singing ceremony of the Fijian players.

This coming Saturday, May 4 at 12 noon, the third game in the regional league will bring together AI MATAI against the Golden Jackals - the team from the centre of the country. Both teams are undefeated, and we expect another hot and fast game. Last chance to watch the Fijian national team on the field on Yizrael. We recommend everyone to come.

Hamburgers, hot dogs, beer, soft drinks!





Delving into the Archives

From the jubilee book - "Light on the Hill"

First decade: culture

Passover

Before we manage to blink Pesach is almost upon us - the holiday of freedom.

This year, unlike previous years we will sit down together, holding in our hands the Passover Haggadah of Yizrael.

The Culture Committee turns to all members preparing to travel on Seder night with a request to cancel their travel.

The programme prepared for the holiday will be damaged due to the absence of members.

March 1958

Had Gadia, Passover 1997:



On stage (from right): Noam Freiman, Gali Broadhurst, Sivan Segal, Inbal Pezaro, ?, Yuval Peleg, Nimrod Feldman.

On the left of the stage: Stav Halevi.

Yom HaShoah 2024

5.5.24 Memorial Ceremony in the Moadon

7.5.24 17:00 in the Moadon:

“Life in the Shadow of a Lost Identity”

Film by Hadas Attia Friedman and Assael Baruch

The Story of Genia Rosenthal from Ein Harod Ichud

And her search for her identity, lost in the holocaust.

And her new life on the kibbutz

After the showing, we will meet with Genia herself.

9.5.24 20:30 in the Moadon

A fascinating evening with the musician and tour guide to Poland:

Uri “Balaclava” Maizelman

On his life’s work combining both worlds (Music and Holocaust)

Yizrael Triathalon - 1.6.24



Registration is important now because every registrant who participates in the contest will receive:

Triathlon shirt, energy bar and water.

And at the end of the triathlon participants will receive a medal.

There will also be competitive events on the sprint tracks where trophies will be awarded to the first three places.

So, register on the noticeboard, as soon as possible, so we can organise accordingly.

Sportstuyulim committee

Details of the routes are on the notice board and in the Hebrew Newsletter –

Rainfall 2023-2024

Rainfall to date: 621 mm

Yearly average: 428 mm



As compared to the multi-year average to date: **+45%**

Rainfall Table

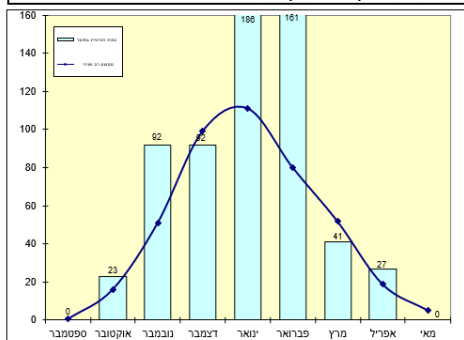
| Month | Sep | Oct | Nov | Dec | Jan | Feb | March | Apr | May |
|---------|------|-----|-----|-----|-----|-----|-------|-----|-----|
| Total | 0 | 23 | 92 | 92 | 186 | 161 | 41 | 27 | |
| Average | 0.38 | 16 | 51 | 99 | 111 | 80 | 52 | 19 | 5 |

1/5/2024

נתוני גשם חודף 2023 - 2024

| | |
|-----|--|
| מ"מ | ב- 24 השעות האחרונות (עד 08:00 ירדו) - |
| מ"מ | ב-7 ימים האחרונים ירדו |

| | | |
|-----|-------------|-----------------------------------|
| מ"מ | 27 | מתחילת חודש אפריל 2024 ירדו - |
| מ"מ | 621 | מתחילת שנת 2023 - 2024 ירדו - |
| מ"מ | 428 | ממוצע רב שנתי - עד היום |
| | +45% | שינוי מול ממוצע רב שנתי - עד היום |



| חודש | אפריל | מרץ | פברואר | ינואר | דצמבר | נובמבר | אוקטובר | ספטמבר | סה"כ לחודש | ממוצע שנתי |
|------|-------|-----|--------|-------|-------|--------|---------|--------|------------|------------|
| מאי | 27 | 41 | 161 | 186 | 92 | 92 | 23 | 0 | 621 | 0.38 |
| מאי | 5 | 19 | 52 | 80 | 111 | 99 | 51 | 16 | 428 | 0.38 |

English is Fun - with Rahel

The English language is as fascinating as it is popular and obviously has its own history and quirks.

Q. How many people speak English?

A. Over 840,000,000 speak English as a first or second language, which makes it the second most-spoken language, right after Mandarin.

It is an official language of a whopping 67 countries as well as non-sovereign entities, such as Hong Kong or Puerto Rico.

□ English actually originates from what is now called North West Germany and the Netherlands.

□ The phrase "long time no see" is believed to be a literal translation of a Native American or Chinese phrase, as it is not grammatically correct.

□ "Go" is the shortest grammatically correct sentence in English.

□ The original name for butterfly was flutterby. (I prefer it, R)

□ About 4,000 words are added to the dictionary each year.

□ The two most common words in English are "I" and "you".

□ 11% of the entire English language is just the letter E.

□ The English language is said to be one of the happiest languages in the world - the word "happy" is used three times more often than the word "sad".

□ $\frac{1}{4}$ of the world's population speaks at least some English.

□ The US doesn't have an official language.

□ It is the only major language that doesn't have any organisation guiding it - as opposed to the French Academie Francaise, the Spanish Real Academia Espanola and the

German Rat für deutsche Rechtschreibung. These organisations are responsible for controlling the evolution of their respective language in terms of usage, vocabulary and grammar.

- The most common adjective used in English is "good".
- The most commonly used noun in "time".
- The word "set" has the highest number of definitions.
- Month, orange, silver and purple do not rhyme with any other word.
- The English language contains many contronyms - words that can have contradictory meanings, depending on context.
- Over 80% of the information stored on computers worldwide is in English.
- Word that are used to fill in time when speaking, such as "like" or "basically" are called crutch words (and should best be avoided!)

.....more next week



Programme for 05/05/24 – 09/05/24.

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

Sunday 05/05

Opening the week with Monica.

09:10 Zoom – Around the World – Dikla Berlinsky – Panama / Lapland

Monday 06/06

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

09:30 The Art of Drawing with Chas

Holocaust Remembrance Evening

Tuesday 07/07

10:00 Games and trivia with Galia Shemi

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

17:30 Meeting / discussion with Shani Beor and Rochele Matalon

Wednesday 08/05

09:30 Nature is Blooming with Hammatal or a lecture by Rochele Matalon

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

Thursday 09/05

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

10:00 Movie screening with Galia

17:15 Exercises on chairs with Michal Sha'anani

Credits:

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Disclaimer: The Edi-tor and translator does his best to provide an accurate reflection of the Hebrew Alon. Please be warned that it is not a direct translation. the original Hebrew text is the official version. This is of particular importance when it comes to decisions and procedures!!!