

**The Yizraelite – No. 2140 Date: 5.1.2024**

**Kibbutz Yizrael**

**Edi-torial. Happy New Year to all our readers!!!!**

Sadly, our friend Nis has passed away. The fire and brimstone slowly left Nis over the last few years until finally he left us altogether. Nis accompanied me during my years working in the chicken runs. He was constantly looking for ways to broaden the scope of the work. He always showed an interest in the success of the branch, always followed our progress. Rest in peace, Nis. **It’s not fair that there are no almond trees around the cemetery. Maybe it’s time to replant some?**

****

**Kibbutz Obituary - Nissim (Nis) Albocher – Yitzchak Peleg**

Nissim was born on March 27, 1935, in Jerusalem.

Fifth child, twin to his late brother Moshe, and one of the seven children of the Albocher family. He was the first in the family to be born in Israel, two years after the family emigrated from Macedonia.

As a young man he was a member of the United Youth Movement, studied at the "Takamoni" school and experienced the siege of the War of Liberation.

After a short period of training at Kibbutz Ma'ale Hamisha, he arrived in Yizrael in 1954 as a member of the "Kinarot" group, along with Shimona, Avinoam, Michi, Patchy, Mirik and Chonkeh. He and two of his brothers were members in kibbutzim following in the footsteps of his uncle, who was a member of Kibbutz Alonim.

In the first years on Yizrael, he worked in the vineyard and in the pear orchard, and then he went to study agriculture at the university in Rehovot.

In the 80's he worked for a period of several years in Mifalei HaEmek, and also worked for quite a few years in the garage.

In January 1989, he was appointed director of the Agriculture Department at the Rupin Tertiary College for a term of three years.

Nis served twice as the treasurer of the kibbutz. In the early 2000’s he coordinated the Agricultural Council of Yizrael and was a member of the Economic Committee.

In 2005, he was a member of the real estate team and the team that established the Industrialised Fish Branch and coordinated the pension committee from the day of its establishment until his retirement.

Nis was a kind person with a sense of humor, he spoke Ladino and Arabic fluently, in his youth he sang in the choir and read in ceremonies with a deep and accurate pronunciation. Despite the years and life's bumps, Nis always knew how to be grateful, to face difficult situations with courage and to accept reality as it is, without complaining.

The family in Kibbutz Magal was very significant for him, and a source of support and belonging. He was very connected to the places of his childhood and his family and often shared stories of Jerusalem.

In the last few years, his health deteriorated and for the last four and a half years he was cared for by Laila and Razi Abu Shraki, a couple of loyal and dedicated caregivers, who treated Nis as a family member, and he even visited their home in Daburiya many times. For him, they were more than caring and devoted hands, they were also company and family.

Nis was almost 89 years old when he died.

Rest in peace, dear friend.

Beit Yizrael, December 2023

And on a personal note….

Dear Nissim,

You were like a brother to me. In the early seventies we lived next door to each other. After that, we worked together. I was in the accounting department, and you were treasurer.

Years later we met again and worked together in the same office - you in charge of pensions and me in different positions.

I was always happy to accompany you to medical appointments, both in my role as the health and welfare coordinator and as a friend.

****When you asked me to be your legal custodian, along with your nephew Nir, I certainly did not object. An era of 52 years of friendship has ended. I will remember you forever.

May your memory be blessed,

Yitzhak Peleg.

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

**on Monday 8/1/2024**

**at 20:30**

**In the Moadon + zoom + channel 900**

**1. The search team's recommendation for a second term for**

**Erez Peleg**

**as community manager (voting will take place by ballot).**

**2. Presentation of the route chosen for the food branch.**

Asefa Committee

**//////////////////////////**

**Personal Preferences Survey - Roster Duties on holiday evenings**

We sent a survey on WhatsApp to all those on the duty list. The survey also appears in Kehilanet.

• Please fill it out by this coming Monday, January 8, 2024, so that I can start making the list

• If you don't fill out the survey, I will assign you arbitrarily.

• I strongly ask those who celebrate the Seder night and the first holiday eve of Rosh Hashanah in the dining hall to mark them. One of the goals of the survey is to allow those who do not celebrate these holidays on the kibbutz to celebrate with their families.

• Each member only does one holiday eve shift a year. The groupings are so that there will be volunteers on all types of holidays and that the database will be large and fair.

Thank you for your cooperation!

Zohar Assaf

**Asefa Report - 1.1.2024** Yifat Assaf

Chairman of the asefa - Shlomo Cohen

Secretary of the asefa - Yifat Assaf

Present - 62 members

On the agenda - a repeated discussion of the residency procedure

Shlomo Cohen explained that the meeting was convened, following a signed petition from 40 members, requesting a re-discussion of the residency procedure. Since the required 75% of the signatories were present, the meeting took place. According to the procedure, the asefa must vote by a show of hands, whether it wishes to hold the meeting…. in favour of holding the discussion - 39, against - 12.

**Uri Gilad** again explained the main points of the procedure, in a detailed and clear manner.

**Galia Shemi,** the representative of the signatories, explained that they requested the re-discussion due to the late hour that the votes were held in the first meeting on the issue, and the minority of participants in the voting. According to her, the broader public was not reflected in the previous votes, on this significant issue. Additional reasons for signing vary. Galia requested that the asefa committee decide in future, on the latest hour limit for holding votes. (This request is neither feasible or possible). If a third of the attending members wish to bring the vote to the ballot, then they need to propose it. This was not done. Those who spent the entire evening debating have a right to be considered. We try not to begin new discussions late, but adjourning an asefa is not always possible – Edi-tor and Chairperson)

**Eddie Solow** mentioned several amendments that were made to the procedure in the time between the two asefot: - the sentence which stated that said that a resident must be related to a kibbutz member was removed, this is in order not to tie our hands in the future. Another amendment was that a financial guarantor for a resident can be in any way acceptable to the finance manager. Regarding the "after death" chapter, Eddie emphasized that the point of dispute refers to staying in the member's apartment, and it is not about the resident's expulsion from the kibbutz. The intention is to offer the resident alternative housing. Eddie stated that after he studied in depth, the proposed procedure, and the team accepted several of his amendments, he is satisfied with the procedure and supports its acceptance fully.

A number of questions were asked, regarding a situation in which a parent remains without ties to the kibbutz due to the death of his child.

Yifat read a letter written by Peter, who wished to present the point of view of residents who have been with us for many years and are of a relatively advanced age. He requests that we treat them with respect and sensitivity. We should not see the issue of staying in the deceased member’s apartment through the prism of the contemporary housing crisis which will pass when the new houses are built.

**Amendments were proposed by Biff Markham-Oren and Izzy Levitan**, and a vote was held through the Kehilanet:

**• Izzy** – a resident parent, whose son/daughter passed away before him/her will be excluded from the procedure and will be able to stay in the apartment without restriction. In favour - 61, against - 41, abstentions – 4. **The proposal was accepted.**

• **Biff** - a resident over the age of 75 who has lived more than 10 years in the kibbutz may stay in the deceased member's apartment without restriction. Against - 57, in favour - 42, abstentions- 7 … **The proposal was not accepted.**

According to the decision of the asefa committee prior to the meeting, the issue of the length of stay of the resident in the deceased member's apartment will be voted on by ballot, and the entire procedure, according to the repeat discussion of the procedure, will also be voted on by ballot after that:

1. The ballot re the duration of the resident's stay in the deceased member's apartment will take place from Wednesday, 3/1/24 to Thursday, 4/1/24, the options being:

**• The committee’s recommendation** - depending on the age of the resident and the number of years of residency in the kibbutz

• **Maintaining the status quo** - staying in the apartment for one year, regardless of age and length of residence in the kibbutz

• **Abstention** (those who have no opinion may always choose to abstain… and still fulfill their public duty – Ed)

2. Ballot from Sunday, 7/1/24 to Monday, 8/1/24 - Residency procedure, the options being: In favour, Against, Abstention

Yifat Assaf

**Hot Off the Press…**

**By a majority of 144/96 with 8 registered abstentions, the “status quo” will remain… The resident may stay in the deceased member’s apartment for one year.**

The next ballot is to be held on Sunday and Monday, when the procedure will be voted on. I think it is very important that the procedure will be accepted and the residents’ committee can begin to do its important work, governed by the procedure, which defines the rights and obligations of both sides… so please make the effort to vote!



**A Message from the Welfare and Health Cluster**

**Natural Medicine**

A reminder to all the members and candidates -

Re: reimbursement for holistic treatments.

The treatments include massages of all types, acupuncture treatments, integrative treatments, osteopathy, shiatsu, reiki, tweena, chiropractic, naturopathy.

The benefit allows reimbursement of up to NIS 130 for a single treatment, up to a limit of 15 treatments per year.

You can spread the treatments throughout the year for a monthly treatment or take an intensive course of treatments. You can combine several types of treatment in complementary medicine. This includes a “couple's” treatment on the occasion of the wedding anniversary, or find the treatment that will ease stress and anxiety.

The full payment will be made directly by you to the therapist.

In order to receive the refund, you must forward the receipt with your name, clearly marked to: briut@yizrael.com or put it in the health and welfare drawer in the secretariat (Mazkirut).

**"The fine print":**

 The benefit is for personal use and cannot be transferred to a family member or to buy a voucher.

 The benefit is not valid for children.

 Soldiers, Year service prior to army service, young generation or study track - quota of 7 treatments per calendar year (Not 15).

 In addition, Clalit offers a variety of discounted treatments, up to 20 treatments per year at Clalit Mashlima clinics (there is a branch in Afula - Center Director, Dr. Itzik Bar Sela) at discounts of about 60%, details on the website.

Talia Arad

Welfare and health cluster

 **From Erez's Desk**

1. **Installation of a distress button at the kibbutz gate.**

An emergency button was installed in the booth at the kibbutz gate. The button is intended to be used in cases of an event that requires the intervention of the security chief urgently when a phone call cannot be made.

The button is not a game and clicking on it activates an alert with Yarden, and as needed by other parties.

1. **Entering a new era - Charging stations for electric vehicles**

Electric vehicles or plug-in hybrids are becoming more and more common in recent times. Although we are not entering the era of electric vehicles on the kibbutz, for now, but the kibbutz there are such vehicles around, and their number is increasing.

As a rule, we do not want private charging stations popping up in different places around the kibbutz. This is for safety and aesthetic reasons and also for reasons of managing electricity consumption when charging the vehicles.

In the coming month, two electric vehicle charging stations will be installed on the main parking lot of the kibbutz, for the use of kibbutz members, residents and workers. The stations are in the "pilot" phase and represent an entry into a new era of electric vehicles, and the establishment of approximately 40 charging stations throughout the kibbutz in the coming years. The stations will be operated by the Nofar Energy company and charging will be managed through a designated application. Before the stations are activated, we will publish the price list and conditions for using the charging station as well as the conditions for using private charging stations.

**Yarden Naor – Security Chief (Rabash)**

Yarden Naor is officially taking over this week.

**Yarden's phone number is: 052-8990951**.

I recommend correcting the phone number on the magnets with the emergency numbers we provided.

Yarden replaces Alon Reuven who served in this position for about a year and a half, ending a period marked by a leap forward, in understanding ongoing security and its operation.

We thank Alon for his period of service and wish Yarden success and peaceful days.

That’s all for now,

Have a quiet day.

**Summary of the H.R. (Human Resources) Management Meeting**

**Date: 31.12.2023**

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

1. Approval of the work plan for the year 2024

Kinneret presented the summary of the year 2023 and the 2024 plan for H.R.

The vision, values, goals, and guiding principles on which the work of the H.R. is based were presented. The team consists of the H.R. director, Kinneret, work register functionary (Ortal) and shifts organiser (Zohar Assaf). Subordinate to the HR director is also Director of the Outside Workers Branch. (Peter)

**The following are topics that the H.R. management dealt with in 2023:**

• The establishment of an active and proactive H.R. administration.

• Preparing an updated work procedure and its approval at the kibbutz asefa.

• Updates and amendments in the organisational structure of the kibbutz, including the procedure for terms of office and their approval at the kibbutz asefa.

• Issuing a welfare procedure for the kibbutz branches outlining a uniform policy in the context of employee welfare.

• Writing a Duty Roster Procedure and approving it at the kibbutz asefa.

• Approval of the list of students for this academic year.

• Dealing with those who do not comply with the work obligation. (ongoing)

• Approval of the HR work plan.

**Other main issues that were dealt with by H.R. during the year:**

• Meetings with members who do not hold a full-time job/earning a low wage.

• Amendments in the organisational structure of the Health and Third Age Cluster.

• Establishing working relationships with Maytronics and Teldor.

• Institutionalizing annual salary discussions with the salary team.

• Updating the list of tenures of all the positions and committees in the kibbutz.

• Updating the database of members' work data.

• Referring people to apply for a disability allowance.

 Locating / filling positions of incumbents who were in 2023:

• Health cluster manager

• Chairman of Holdings

• Directors of holdings and subsidiaries

• Security chief

• Community manager

• Coordinator + team to deal with those with special needs

• The manager of the building management, the manager of the clothing branch, the manager of the food branch

•Locating office bearers in 2024:

• Director of Finance

• Chairman of the management committee

• Kibbutz secretary

• Director of Agriculture

• Yizrael Holdings manager

• Chairman of the reserve fund

• Chairman of Agriculture

• Manager of the outside worker’s branch

• Manager of the entrepreneurship branch

• Two asefa chairpersons

**Various data facts were presented such as:**

a**) Members’ workplaces** - about 210 jobs in total: 50 members work outside the kibbutz, about 50 work in the community. In Maytronics about 39, in entrepreneurship about 14.4, in agriculture - 7.3

**• Total jobs for members and employees combined:** in the community - 143, in Maytronics - 39 jobs, in agriculture - 38 jobs and in holdings - 11 jobs. The plan for 2024 is to decrease by about 5 jobs in the community and to increase by about 5 productive jobs in Maytronics, the subsidiaries and foreign workers.

• **Comparison between the work of the members and the work of the employees**: in 2023 there is a decrease in the number of jobs of the members in the community and an increase in the number of the employees and the corresponding labour expenses - a decrease in the expenses of the members along with an increase in the expenses of the employees in the community.

**• In Maytronics,** there is a decrease of about 7,500 working hours, as well as a decrease of about 800 000 NIS in income from work from 2022, which was a record year for Maytronics in all respects, including the addition of many jobs. At the same time, there is an increase in 2023 in average working hours per month per employee.

The number of pensioners working at Maytronics has been the same for the last 3 years. The plan for the year 2024 is to reach approximately the same income from work in the year 2022.

• **Average salary of outside workers**: 14,502 NIS and the median salary: 12,500 NIS. The number of jobs in the outside workers branch is planned to increase in 2024 by about 3 jobs.

• Most of the new candidates in the last ten years work outside the kibbutz, others mainly work within the community and in Maytronics.

** H.R goals for 2024:**

• Implementation of the new work procedure both among the public and in the work registration software.

• Implementation of the new on-call system including new on-call software.

• Implementation of employee evaluation processes (feedback) in the kibbutz branches.

• Establishing a process of accompanying retirement from work in cooperation with the director of the third age.

• Defining and regulating all jobs in the community and in businesses.

• Deepening the kibbutz relationship with Maytronics, improving income from work and adding kibbutz members and young people to the company. Also implementing a work plan that will bring the members and youngsters closer to the company.

• The integration of kibbutz members in the subsidiaries - Teldor, Kapro and Netzer.

• Continuing to operate a learning and developing managers' forum.

• Team workshops on service delivery and teamwork.

• Sexual harassment prevention workshop for all kibbutz employees.

**In the discussion:**

• It is very important to have a personal meeting between the H.R. director with all the members of the kibbutz, especially those between the ages of 30-50.

• The salary team currently consists only of nonmembers. It was said that we should add a kibbutz member with a financial background.

• Kinneret not only deals with the members and the salaried employees, but is also responsible for several bodies: the job search team, the staffing committee, the salary team, the education committee and the outside worker’s branch. There is also work with the managers of the branches and clusters, with salary calculation, Maytronics and its subsidiaries, and there is a continuous working interface with the absorption committee, the younger generation and the special needs team.

• There are members who, in conversations with them, claimed that until today there was no clear demand from them in the context of full-time work and the level of livelihood. The talks sharpen the issue.

**2. Failure to comply with the work obligation**

Further to the previous discussion in the management, in which it was agreed that the clause of non-compliance with the work obligation will apply in 2023 only to members and candidates who worked 80% of the job or less and that the others who did not comply with the work obligation (100% of the job) will only receive a warning letter this year. It is important to note that quite a few members do not meet the scope of a full-time job, but with the help of sick days and holidays, they make up for a "full-time job". Treatment of the subject is ongoing, takes time and will have results. At the conclusion of the discussion, it was proposed to deal this year, only with those members **who worked 70% full-time or less.**

**It was decided: the management approves the activation of the non-compliance clause against those who did not fill 70% or less of a position this year**, after an examination of the months of November-December 23 (as of today, it is 3 members). Starting in 2024, a full working year with the new procedure, the procedure will be applied to everyone.

In addition, the management will deal with the issue of vacation and sick days that will not be considered working days.

\*Those who are interested in receiving the presentation of the work plan of the H.R. are invited to contact Hedva in the mazkirut.

Summarised by: Kinneret Govrin

**Extended-stay Guests in Members' Houses**

We repeat and remind you - those who have guests in their homes for more than two weeks in a row - must inform Yifat Assaf / Erez Peleg, for the purpose of arranging the payment of maintenance fees (according to the guest procedure, 2017), this even if the guests are evacuees!

Thank you in anticipation and have a good day - Erez and Yifat

**Mazkirut Office**

The Mazkirut office is the " window" of Yizrael and provides services in various fields - public service to the community, branches, committees, agriculture and holdings.

**The services provided:**

• Photocopying, scanning and all other secretarial work will be handled within 48 hours - please do not send at the last minute. Kindly coordinate requests for large jobs and private jobs in advance.

• Updating telephone numbers for opening the gates and checkpoints in the PALGATE software.

• Ordering of meeting rooms in the old mazkirut with Hedva or Zohar - the key can be received until 4:00 p.m. It must be returned the next morning. Please leave the room tidy and wash the dishes.

 Packages that arrive at the old mazkirut are the sole responsibility of the person who placed the order.

**The following tasks are the responsibility of Hedva Shaharabani:**

• Managing the diaries of officials in the mazkirut and receiving requests to arrange a meeting with the secretary (Yifat), the community manager (Erez), the Holdings and agriculture manager (Jeremy), the finance manager (Maor), the H.R. manager (Kinneret).

• + Office services when Zohar is absent from the mazkirut.

Hadva Shaharabani 04-6598405 • 052-3756328

Email: hedva@yizrael.com

**Zohar's responsibilities**: printing, scanning, lamination, gates.

Zohar works in the mazkirut at varying hours depending on her other jobs. When she is not there, you can contact Hedva, or coordinate with Zohar on WhatsApp.

Zohar Assaf 04-6598222 • 052-3756028

Email: reception@yizrael.com

Zohar is also in charge of duty shifts and reports to Kinneret. Regarding shifts, please send special requests to the email: [toranut@yizrael.com](mailto:toranut@yizrael.com)

**Decrease in printing costs**

As of January 2024, there has been a decrease in printing costs for your convenience.

**The mazkirut doubles as the military headquarters!!!!**

We would like to point out that the mazkirut office is also used as the war room during a security incident. (So kindly refrain from requesting photo-copies when the kibbutz is under attack – ED)

We put a lot of effort and attention into our work. We try to provide accurate, efficient and courteous service.

When the office window is closed during business hours (staff not present due to errands around the kibbutz, meals etc) you should send a message to one of us by email or WhatsApp.

We will be happy to be at your service, always, for any purpose, in the best and most efficient way!

Hedva and Zohar

**Thoughts Following Maor's words -** Naomi Amit

Maor's words, (See last week’s Yizraelite – Ed) mark in the clearest possible way, the crossroads at which we stand.

This is the exact moment to discuss what kind of society we want to be.

Reality puts before us a picture that clearly says - **what was, can no longer be.** If we want to continue, there is a need for a thorough examination of where we are headed.

For years, the success of Maytronics has allowed us to live in abundance without worrying and without taking responsibility for our work and livelihood. It was irresponsible conduct. We did not take responsibility, personally or collectively, and neither did our leaders.

I very much hope that we will use this moment for real change and will not automatically choose solutions that will allow our continued existence as a hybrid creature that insists at any cost to call itself “a cooperative community”.

I hope that the community management will have the responsibility and courage to lead a real and serious examination of the meaning and consequences of the way we live and conduct ourselves.

Naomi Amit

**Beauty and Health!**

Hi, I'm Hagit Hajj, with about 25 years of experience in the field of cosmetics.

I am an evacuee from Kibbutz ‘Matzuba. I am staying at Kibbutz Yizrael and I invite you to come for a treatment or just to pamper yourself at my place

I would be very happy to hear from you 💅👣💋

Hagit – Facials, Pedicure, Eyebrows, body and face waxing

052-3701851







****

**Pleased To meet you**

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

**Miri and Avi Levi from Even Menachem**

**Who we are? Miri and Avi Levi.**  Noam - a soldier, Hila, a secondary school student, studies in Nir HaEmek, Yair in the 6th grade studies in Gan Ner and after school goes to “Tlaton Tabor” and has a great time. We have been evacuated from Even Menachem in the Western Galilee, 2.5 km from the Lebanese border.

**What do we do on a regular basis?** Avi is a truck driver, I work in the food industry, so it is natural for me to volunteer in the dining room. I enjoy every moment in the company of good and welcoming people.

**Where were we until we got to Yizrael?** We came straight here.

**What do we miss?** home and friends.

**What do we like on Yizrael**? Thank you to all the members of the kibbutz for your concern and care.

**Little Tips for Big Feelings - Gaya Sankar**

**Strengthen your Strengths**

This week we started a new year. On the face of it, it's just a change of a digit and yet this point in time allows us a moment of pause. Allows us to observe ourselves and our surroundings, to raise questions, insights, thoughts about the present and the future.

In the midst of all this, I remembered my teacher, Dr. Nader Bhutto, who always says with a playful smile: "Remember to strengthen your strengths."

After all, we usually deal with strengthening the places where we are weak - where we are inadequate. We work on what we think should be improved, get tutoring in the subject which we failed, study harder, be more determined.

And even when the aspiration to improve is definitely important and necessary, maybe it is possible to stop from time to time and check, what is important for me to improve?

Maybe there is a place to strengthen myself precisely in the places where I am good, the things that "come easily to me", that I am happy with.

**What to do?**

Observe precisely wherein lie our strengths and involve them even more in our lives.

In this way we use a strong energy that already exists within us, perform things with minimum effort and maximum vitality and above all learn to get to know in depth the strengths that exist within us.

This way we will also be happier within ourselves, and we will be able to channel these strengths to the places where they are most needed.

Let us hope that we will have good days this year, that we will love, that we will be moved, that we will truly unite, that we will open our hearts.

Thanks for what there is!

Thank you also for what there is not.

love,

Gaia

****

**Book Worm Corner**

These days, it is cold outside and sometimes too wet to play in the playgrounds, the library and study room are crowded with children and their parents.

We are looking for help in designing the space of the study room, which will suit the games and activities, but also have other uses (ie, designing the large part, without moving the existing bookshelves).

We are looking for someone who will help us design cupboard space, chest of drawers for storage of equipment for games.

English books:

Northanger Abbey/ Jane Austen

Sense and Sensibility/ Jane Austen

Monsinure Ka/Vesna Goldsworthy

Anne of Green Gables/ Lucy Maud Montgomery

The Little Italian Hotel/ Phaedra Patrick

The Seven Sisters/ Lucinda Riley

The Storm Sister/ Lucinda Riley

The Piranhas/ Roberto Saviano

**Trail Restoration Event in Tel-Yizrael**

We intend to start the restoration of the mound paths at the end of January as part of the Tu B’shvat holiday.

Anyone who would like to participate in this "revival" event is invited.

Refreshments and good cheer will abound.

Details of the programme and agenda will be provided later.

 Hanan Shaliv on behalf of the event team.

(Seeing no details have been provided, I suggest you come to Feldenkrais classes and prepare your backs for the work in store – Ed)

**Farewell to 2023**

**5.1.24**

**תמונה שמכילה לבוש, אדם, פני אדם, מיקרופון

התיאור נוצר באופן אוטומטי Noga D’Angeli**

**Stand-up Comedy.**

**Hilarious & Good for the Soul**

**Clever, Witty, Biting**

**Tips Galore**

**Doors Open 21:30 - Show Begins 22:00**

**English is Fun - with Rahel**

**Subject “Corny Puns”:**

Dad, are we pyromaniacs?

Yes, we arson.

Writing my name in cursive is my signature move.

Why do bees stay in their hives during winter?

Swarm.

If you’re bad at haggling, you’ll end up paying the price.

Just so everyone is clear, I’m going to put my glasses on.

A commander walks into a bar and orders everyone around.

I lost my job as a stage designer. I left without making a scene.

Never buy flowers from a monk. Only you can prevent florist friars.

I once worked at a cheap pizza shop to get by.

I kneaded the dough.

My friends and I have named our band “Duvet”.

It’s a cover band.

I lost my girlfriend’s audiobook, and now I’ll never hear the end of it.

Why is ‘dark’ spelt with a k and not c?

Because you can’t see in the dark.

Why is it unwise to share your secrets with a clock?

Well, time will tell.

How much did the pirate pay to get his ears pierced?

A buccaneer.

When I told my contractor I didn’t want carpeted steps, they gave me a blank stare.

*Bono* and *The Edge* walk into a Dublin bar and the bartender says, “Oh no, not *U2* again.”

Prison is just one word to you, but for some people it’s a whole sentence.

Scientists got together to study the effects of alcohol on a person’s walk, and the result was staggering.

I got over my addition to chocolate, marshmallows and nuts. I won’t lie, it was a rocky road.

What do you say to comfort a friend who’s struggling with grammar? There, their, they’re.

What did the surgeon say to the patient who insisted on closing up his own incision?

Suture self.

I’ve started telling everyone about the benefits of eating dried grapes. It’s all about raisin awareness.

……………more next week



**Programme for 07/01/24 – 11/01/24**

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

**Sunday 07/01**

Opening the week with Monica.

09:10 Zoom Lecture – Around the World with Ron Barak – Africa / Victoria Falls

10:00 Ceramics room open with instruction from Ziv Ben Bassat

**Monday 08/01**

O8:00 Pedicure with Limor Mualem (by appointment only)

09:30 The Art of Drawing with Chas Broadhurst

16:00 Open for coffee, cake, and chats

**Tuesday 09/01**

09:30 Preventing falls with Aviva Beutler

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

**Wednesday 10/01**

09:30 Blooming Nature with Hammutal

**Thursday 11/01**

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’anan

**Credits:**

Translated and edited by: Eddie Solow

Proofread by: Biff Markham Oren

Printed by: Zohar Asaf and Hedva Sharabani

**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!!!