

**The Yizraelite – No 2107 Date:19.5.2023**

**Kibbutz Yizrael**

Translated and edited by Eddie Solow

**Edi-torial**

From 0 – 100 was an amazing innovation of the 75th Anniversary Committee. You can judge for yourselves, from the excited responses, what an overwhelming success the event was. I was there with the rest of the youth, twisting and shouting as if I was “Just Seventeen” Where did the years go?

Congratulations to Garin Hod Bet. Benny, Milton, Aviva and Eddie. We arrived on Yizrael this week, 50 years ago, straight from Mikonos with an all over suntan. The tan wore off together with my youth.

1. It was Milton who noticed our anniversary. Milton, I can’t understand how you remembered our arrival date but you can’t remember when to come to Feldenkrais?

See Rachel’s “English is fun for the explanation.”

Have a good week



**A "from zero to a hundred" day? - A hundred Percent!!**

**It was just WOW! As someone who is already moving away from "zero" and approaching "one hundred", and has already experienced a thing or two on Yizrael - I say with all my heart: it was perfect! Above and beyond all expectations. Just perfect, from the beginning to the end.**

**Dorit Fink**

**1 – 100 – Thanks. Transcribed from the Kehilanet**

**Yael Epstein-Cohen:** Well-done to all those who worked to make a superbly organised day!!!!

**Michal Sha’anan:** (I am speechless, thank you, thank you for a great experience and a magical and wonderfully organised day. Thanks to all the organisers.

**Jeremy Perling:** The rafting was excellent - thank you.

**Eddie Solow:** It was really beautiful today. Thanks to the team. You did an impressive job.

**Tali Brauman:** Thank you... a huge thank you to the organising team for a magical day, It was great ❤️

**Ilana Shani** - a huge thank you from me as well. Everything was unique, interesting, tasty, and yes… may there be many more.

**Monica Brustein** - thank you very much, from 0 to 100!!! It was a great day!!!!🙏🌷

**Philippa Segal** - Thank you for an organised, enjoyable day. It was amazing!!!! From Benny and Philippa

**Noga Ken-Dror Shapira** - Many thanks to the many organisers for a magical, invested and particularly enjoyable day. Thanks for the incredible production and logistics, thinking about every single detail, it was perfect❣️

**Irit Shemesh** - Thank you to the organising team. It was enjoyable, delicious, varied and above all, you catered for everyone.

**Ma’ayan Epstein** - a huge thank you to the amazing team. It was perfect and perfectly organised.

**Shlomit Allaluf -** a huge thank you to the entire team that produced and organised a wonderful and novel day with plenty of possibilities and pure pleasure. Well done 🥂🏆🥇

**Update from the Gardens (Noi) - 5/2023**

Summer has officially arrived.

We, in the branch, are taking care of the plants that grew and have remained from the winter. As a result of the lesson we learned last year, we hired a gardening contractor for a number of days (string cutting) in order to reduce the workload…. and the results are clearly visible.

With the advance of the hot weather, we have begun to irrigate. Firstly, we have begun watering in places where the vegetation seems to need water and then, in the gardens and areas where the vegetation is more established.

We delay the start of irrigation as much as possible, in order to allow the plants to send roots deeper and farther in search of water - thereby strengthening their resistance. In addition to this, there is the economic aspect of starting irrigation late.

The holes dug in several places in the kibbutz mark the preparation of the area for the infrastructure works in the northern neighborhood. We are transplanting trees from the old community garden (near the sports field).

**The bench project,** which was approved as part of the social project, has begun.

We are understaffed and we are making every effort to find more people for the team. The multiplicity of tasks makes it difficult for us to give immediate service, but we do our best.

I remind you, that requests **must** be sent via Kehilanet, leaving a message on our phone, or through me personally. Any other way is problematic.

On behalf of the gardening branch, Shahar Levy - coordinator of the branch



**In preparation for a meeting on adjustments to the kibbutz regulations (Takanon Hakibbutz)**

**A general meeting (Asefa) to be held on 5/6/23**

As part of the work of The Management Committee (M.C.), we examined the kibbutz regulations, which were written in the year 2000. Obviously, some of the regulations are no longer relevant to our way of life today. The existing regulations are a kind of "mixture" between contemporary regulations and mandatory outdated regulations, and there are clauses that are no longer relevant.

Over the years, cooperative societies have accumulated a lot of experience in amending the bylaws, and it is proposed to edit the regulations using a schematic structure of the procedure, which defines the rights and obligations of the members.

An ad hoc committee was established on behalf of the M.C, which included: Jeremy Perling (chair), Eddie Solow, Yitzhak Peleg and Tsach Sassi.

The team thoroughly reviewed the regulations, and suggested adjustments. The proposals for adjustments were brought to the M.C. for discussion, and to lawyer Omer Cohen for examination.

Soon the proposal for the updated procedure, will be published in Kehilanet **which will be brought to the general meeting on 5/6/2023.**

We ask that you read the document carefully, and please direct questions/mistakes/suggestions - to Shlomo Cohen/Eddie Solow/Jeremy Perling - by the date: 29/5/23, in order to allow the lawyer to prepare answers for the meeting in accordance with the regulations. All answers and explanations will be given at the meeting.

In any case, the voting at the end of the discussions will take place via ballot, according to the regulations of the registrar of associations.

A printed copy can be obtained at the mazkirut

Yifat Assaf.

**Community Management Meeting Summary**

**Hanhalat Hakehila - 14.5.2023**

Present: Erez Peleg, Yifat Segal, Limor Griman, Maor Persai, Kobi Levy, Shlomo Levy, Tamir Blas, Kinneret Govrin, Stas Gavrilov, Yifat Assaf

Absent: Inbal Adler, Ilana Peleg, Ishai Levy

**Sundry:**

- The community management congratulates organisers of the successful event of “Zero to One Hundred”. It was well organised. Kudos to the organizing team!!

- It is important that we follow up on our decisions from the asefa. What has actually been carried out and what is not. (I look forward to seeing the results – Ed)

- The Community Management received an update regarding the actions taken against the postings on Facebook, defaming the kibbutz and some of its members (I wonder if the perpetrator is shivering in his boots? I Doubt it. – Ed).

**(1) Vacation procedure - continued discussion**

This topic has already been discussed in previous meetings, and is now being brought to finalise the discussion, and for the formulation of a recommendation for theassembly (asefa). A small team led by Ishai Levy prepared the document that was formulated in the previous meetings. We want to remind you that the issue came up, following the requests of several families to go on extended vacations, longer than is allowed by our work procedure, and shorter than the recognised vacation year (Shnat Hofesh). The financial situation of the members, and the days off that the members have accumulated, create a new possibility - going for a trip of several months. We as the community management, must examine additional aspects that the new situation creates, and consider the various ramifications.

A discussion was held based on the proposal brought by the ad hoc team.

**Raised in the discussion:**

- It is important to approve the Work Procedure before approving this procedure

- The procedure will define four types of leave: up to 3 calendar months, between 3 – 6 months, between 6-12 months and between a year to two years.

- It was suggested that a member should not go on an extended vacation if he has not accumulated enough vacation days (Not accepted)

- Regarding the transfer of days from the spouse, this will be according to what will be decided in the work procedure.

- It is proposed that the apartment of the member, who goes on vacation for up to six months, will remain in his possession, and for more than six months the member will be able to choose between making the apartment available for the needs of the kibbutz during that period, and paying rent.

- The procedure will indicate when a member is entitled to request to go on vacation, when the longer the request is for a vacation, the more years of membership are required to request it.

- It was suggested that it would be possible to allow a vacation for one of the spouses only up to a period of six months, and for more than six months - the spouses must go on vacation together.

A vote was held, and it was decided to recommend to the asefa to accept the proposed leave procedure. 9 in favour, 1 against, no abstentions.

The complete procedure is presented at the end of this meeting report.

(2) **Absorption procedure - continued discussion**

**Background** - At the community management meeting, which took place on 18/09/22, we discussed updates to the absorption procedure. The discussion was not concluded because we prioritised other issues on the agenda. (We postponed the issue for several months and now we are concluding that issue). **The main changes proposed in the update of the procedure:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Subject** | **Current** | **Change** | **Remarks** |
| Definition of committee’s role | None | Add | To include single people |
| Charges | Postdated checks | Responsibility of head of finances |  |
| Stages – “acclimatization” | Non existent | Add possibility of adding this stage |  |
| Time limit | Non existent | Maximum of **one** additional period |  |
| Single parent absorption | Responsibility of the “Mazkirut” | Responsibility of the absorption com |  |
| Suitability Testing | Returning Kibbutz children over 32 only | All candidates; add internal test: we will pay for testing for remaining kibbutz children. | There are cost ramifications |
| Maternity leave | Exists | Make changes in line with new work procedure |  |
| Kibbutz response to unemployment | Non existent | Response ladder |  |
| Duty work | Non existent | Add obligation |  |

**Several points that came up in the discussion:**

- It is suggested that each family have a member to accompany them who will continue with them after admission to membership for the purpose of guidance and assistance in the first steps in the life of membership in the kibbutz. The accompaniment will include an invitation to the seminars, a contact on the committee, who will be an address for discussion and consultation. This accompaniment is not mandatory, but will be offered to the new members. The length of time for the accompaniment will be as needed.

- It was suggested that when a candidate who did not pass the membership vote requests a repeat vote, the request must be justified and it is not enough to appeal to the members. Uri Gilad replied that this is not possible in all cases, since the reason for non-acceptance is not always known.

- It was said that if the absorption committee recommends extending the duration of the absorption for the family, and the family insists on going to the vote on the original date and does not pass - in such a situation there is no possibility to apply to the asefa for another vote.

- I suggest adding a clarification, that the request for a repeat vote is accepted by the asefa, by a simple majority.

- Regarding the majority required for admission to membership - it should be noted in the admission procedure that the majority is according to what will be determined in the kibbutz procedure and in accordance with the regulations of the Registrar of Cooperative Societies.

**A vote was held: it was decided to recommend to the asefa to approve the updates in the absorption procedure – in favour: 9, against: 0, abstensions: 1**

The (suggested) procedure appears at the end of this meeting report (without the appendices).

**(1) Summary of 2022 in the community**

Maor presented the summary of the fiscal year 2022 in the community. The year 2022 in the community ended with a deficit of 455,000 NIS in relation to the budget plan, a little less than 1% of the current budget. The income in the community was 487,680,000 NIS and the expenses 49,224,000 NIS. The significant differences in income were from the work of members in Maytronics. The significant differences in expenses resulted from a significant increase in food prices and a significant investment plan of approximately 23 million NIS was carried out, approximately 25% of this amount was financed from loans and the balance from community funds.

The table of sources and uses shows an excellent control by management. We knew how to finance and carry out the annual plan, and implement the decisions of the assembly for the benefit of the members.

The summary will be presented to the Economic Council.

Summarised by: Erez Peleg and Yifat Assaf

**(Proposed) Procedure for Extended Vacations**

Approved by the community management - May 2023, and will be brought to the asefa.

**Background**: This procedure is intended to detail all vacation options available in the kibbutz and the arrangements (obligations/rights and status) of the members when they are on vacation of any kind. The procedure refers to several categories of vacations when it clearly defines the duration of each vacation in the context of not working.

# Missions on behalf of a political/governmental institution that exceeds two years, will be submitted for individual approval by community management and the conditions listed under leave of one to two years will apply.

# This procedure applies to kibbutz members of working age and is not valid for pensioners.

**Details of holidays:**

** Normal vacation** - time off within the vacation days that can be used according to work procedure.

 **Special vacations** - vacations that are beyond the quota of vacation days that can be used as part of a work procedure and require prior individual approval. As part of a special leave, there is a financial disconnection between the member and the kibbutz and it is not at the expense of the member's days off.

**Legend and explanation** re the following table detailing the various vacation options **:**

**Eligibility and approvals:**

**A. Eligibility** - Eligibility defines the minimum threshold of the period of time from the beginning of admission to membership for which the member can request to go on this leave (vetek). Below this threshold, the member does not meet the required criteria that allows him to go on this vacation.

**B. Approval** - the approval defines the authorised body to approve the departure of the member for this type of vacation. Without receiving permission from the authorised body, the member cannot go on this type of vacation.

**C. Signing an agreement** - before going on extended vacation, the member will sign an agreement with the secretary detailing his rights, obligations and status. (This document will form the basis of their negotiation agreement)

**D. Quota** restriction is intended to prevent a situation where a large number of members (at the same time/during a certain year) leave the circle of work and roster duties and it applies to the extended holidays as detailed in the table. However, the community management will retain the right to exercise discretion in cases of requests that exceed the stated limit quota. (*Thereby rendering the procedure meaningless – Ed)*

**Utilisation of days off**

 Extended vacations are not related to the member's vacation days quota, **that** **is: this vacation does not clear the vacation days accumulated by the member.**

**Cooling-off period** - this period defines the length of time between returning from the selected vacation and going on the next special vacation, when during this time period the member is not entitled to go on another special vacation.

**Rights and obligations:**

***A. Duty Shifts***

 Already assigned - it is the member’s sole responsibility to make substitutions if necessary.

 Not assigned - the member's name is transferred to the duty assignment manager along with the period of time in which he was approved to be on leave and she is the one who removes the member from assignment for this period only.

**B. Housing**

 During the special leave period, the member will live outside the kibbutz.

 The member's apartment upon his return from vacation will be the same apartment as before he went on vacation, unless another agreement was made with him.

 Use of the apartment - during special vacations of over six months, the member may decide whether to make the apartment available for the kibbutz's use, or to pay rent. The kibbutz may house temporary tenants in its apartment and is obligated to return the apartment to the same condition it was in before the member's departure. When the family returns to visit during this type of vacation, the kibbutz does not undertake to vacate its home for that period.

**3 Voting** -: a member has the right to continue participating in all the votes held in the kibbutz.

4. **Education service for children**

 Eligible - allowing the member's children to be part of an educational framework in the kibbutz (preschool/social education).

 For a fee - the member may receive educational services for his children for a fee, subject to the decisions of the Kibbutz Yizrael Education Council (during the holidays, the children's stay in the educational settings will be coordinated in advance with those responsible for the education system, for a fee, to be determined by the secretary).

**Status: Seniority**

 **Eligible** - the chosen leave does not affect the calculation of seniority and the member is entitled to a year of seniority during the year in which he took leave.

 **Not eligible** - in light of a prolonged absence from the workforce, the member is not entitled to have this year counted as a seniority year.

**Medical and insurance**

**A. Health insurance**

 **Under the responsibility of the kibbutz** - the kibbutz will continue to insure the member on vacation like the other members of the kibbutz.

 **At the member's expense** - the kibbutz will collect the payment for the health insurance from the member by debiting his budget.

**B. Medical expenses**

 **At the expense of the kibbutz** - the kibbutz will continue to cover medical expenses for the member (in light of the existing definitions in the health procedure).

 **At the member's expense** - the member will bear the financial expenses associated with medical treatments. The member may receive health services and dental care at the kibbutz clinic for a fee.

 # The health committee will retain the right to **exercise discretion** on this issue.

(*Thereby rendering the procedure meaningless – Ed)*

**C. Social Security**

 **Under the responsibility of the** kibbutz - the kibbutz will continue to insure the member on vacation like the other members of the kibbutz.

 **At the member's expense** - the kibbutz will collect the payment for national insurance from the member by debiting his allowance.

**Economic: economic independence**

 Not Eligible - any personal income will go into the kibbutz coffers.

 Eligible - the member can keep his income.

**A. Allowance (Taktziv)**

• Eligible - the member will continue to receive a monthly budget as is customary for other kibbutz members.

• Not eligible - the member will not receive any personal budget during the vacation. If necessary, departure/return from vacation in the middle of a month for example, then it will be possible to reimburse the member in the relative part for that month.

**B. Work Bonus**

• Eligible – Full bonus - the member will receive a full work bonus like the other members and this vacation does not affect the amount he will receive.

• Not Eligible. Proportional portion - the member will receive the proportional part of the work bonus in light of his absence from work during this vacation. Example: A member who in 2022 went on a six-month vacation will receive half of the bonuses that will be distributed for this year, usually the distribution itself will actually be carried out the following year, in this case the member will receive half of the work bonus that will be distributed in 2023.

**C. Bonus from profits.**

 Eligible - Full - the member will receive a full earnings bonus like the other members and this vacation does not affect the amount he will receive.

 Not Eligible. Proportional portion - the member will receive the proportional portion of the earnings bonus, in light of his absence from work during this vacation.

**D. Realisation of assets** - a member who goes on vacation remains a "kibbutz member" and therefore his rights in connection with the realisation of assets are the same as those of other members. That is, funds that will be distributed to members for the realisation of kibbutz assets (sale of shares, for example) will also be distributed to members who are on leave.

**Reserve fund/ pension supplement**

 Eligible - Under the responsibility of the kibbutz - the kibbutz will continue to set aside amounts for the member for the relevant funds.

 Not Eligible. It is the member's responsibility - the member must cover the amount of the required contributions to the relevant funds during this vacation. (At the end of the vacation period, the member will transfer to the kibbutz's reserve fund an appropriate amount to be determined by the management of the reserve fund to cover the aforementioned provisions.)

**Work**

A. Work in a kibbutz corporation / public position

 Not Eligible. Not allowed - a kibbutz member on this leave will not work in the kibbutz or one of its corporations and will not hold a public office. In the event that the workplace wishes to continue the member's work, the representatives of the workplace will submit a request to the community management. The community management may approve this request in special cases.

 Eligible - the member can continue to work in the kibbutz/its corporations and hold a public office.

**General Comments:**

• A member only goes on annual vacation if he has at his disposal a number of vacation days. (Transfer of vacation days between spouses - as decided in the work procedure)

• For vacations shorter than six months - one spouse can go on his own. Regarding vacations longer than six months - both spouses must go together.

• What is stated in this procedure does not include maternity leave.

• If the member decides not to return to the kibbutz from the vacation, he will inform the kibbutz secretary at least three months before the end of the vacation period.

• If the member does not return at the end of the vacation period, the kibbutz will be entitled to consider this as the member's notice of leaving the kibbutz and act accordingly.

**• The member's responsibility** - during the vacation period, the member will bear personal and exclusive responsibility and the kibbutz will not bear responsibility:

a. To pay any tax, levy or mandatory payment.

b. For any legal action taken by the member or someone on his behalf.

c. For any written or oral commitment he has made.

d. For any bodily or property damage caused by the member to another party or to himself

e. For any damage or financial loss caused to the member.

f. For any judgment or other decision in a civil or criminal matter that is ruled against the member.

Please note that I have not translated the following table in its entirety therefor I have left the Hebrew table in.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | **חופשה רגילה** | **חופשות מיוחדות** | | |
| **תחום/משך החופשה** | נושא | עד 3 חודשים קלנדריים (ברצף) | 3 חודשים עד חצי שנה (ברצף) | חצי שנה עד שנה  (ברצף) | שנה עד שנתיים  (ברצף) |
| **זכאות ואישורים** | זכאות | מיום כניסה לקליטה | 3 שנים מיום קבלה לחברות | 5 שנים מיום קבלה לחברות | 5 שנים מיום קבלה לחברות |
| אישור | מנהל ישיר | מנהל ישיר + מש"א + מזכירה | הנהלת קהילה | |
| חתימה על הסכם | - | נדרש | | |
| הגבלה קיבוצית | - | עד 5 משפחות בשנה | | |
| ניצול ימי חופש | כן | לא | | |
| תקופת צינון | - | 3 שנים | 5 שנים | 8 שנים |
| **חובות וזכויות** | תורנויות | משובץ | לא משובץ | | |
| הצבעות | רשאי | | | |
| שימוש זמני בדירת החבר על ידי הקיבוץ | -החבר יכול לבחור אם להעמיד דירתו לרשות הקיבוץ, או לשלם שכ"ד | | | |
| שירותי חינוך לילדים | זכאי | בתשלום | | |
| **מעמד** | שנת ותק | זכאי | | לא זכאי | |
| **רפואי וביטוחים** | ביטוח בריאות | באחריות קיבוץ | על חשבון החבר | | |
| הוצאות רפואיות | ע"ח הקיבוץ | על חשבון החבר | | |
| ביטוח לאומי | באחריות קיבוץ | על חשבון החבר | | |
| **כלכלי** | עצמאות כלכלית | לא רשאי | רשאי | | |
| זכאות לתקציב אישי | זכאי | לא זכאי | | |
| בונוס עבודה | מלא | חלק יחסי | | |
| בונוס רווחים | מלא | חלק יחסי | | |
| מימוש נכסים | מלא | | | |
| קרן מילואים/השלמת פנסיה | באחריות הקיבוץ | באחריות החבר | | |
| **עבודה** | עבודה בקיבוץ/בתאגידיו/ תפקיד ציבורי | רשאי | לא רשאי | | |

**Important information from the Hebrew table**

|  |  |  |
| --- | --- | --- |
| **Duration of vacation** | **Seniority required** | **Frequency of vacation** |
| Regular leave | From the beginning | As defined in Work Procedure |
| 3 - 6 months | 3 years seniority | every 3 years |
| 6 – 12 months | 5 years seniority | Every 5 years |
| 12 – 24 months | 5 years seniority | every 8 years |

**END**

**Absorption Procedure on Kibbutz Yizrael**

Updated by the Admissions Committee - July 2022 / Updated and approved by Eshkol Tzemed - August 2022

Updated and approved by Community Management - May 2023, and will be brought to the asefa.

Content

1. Objectives of the admissions committee

2. Absorption policy

3. Absorption agreement + absorption fees + pension payments

4. Absorption route and voting dates

5. Accompaniment of new members

6. General comments

Adendums: (they are not presented here, due to their length, they will appear in the background material for the meeting)

 Appendix A - Admission criteria

 Appendix B - general information about absorption candidates

 Appendix C - Students in the absorption process

 Appendix D - Absorption studies agreement

 Appendix E - Calculation of absorption fees

(1) Objectives of the admissions committee

a) Locating and sorting candidates for absorption

b) Accompanying those who are in the absorption period

c) Submission of reliable reports to the kibbutz members

d) Accompanying new members in the first years after aabsorption

(2) **Absorption policy**: Kibbutz Yizrael’s future depends on continued absorption. The kibbutz is getting older and if we want to maintain a large group that will bear the burden (earning a living, social contribution, leadership of the kibbutz) - we must continue to absorb. Below are the main points of the policy, on which the Absorption Committee wishes to base its work:

A) Yizrael will encourage the absorption of its own children. To this end, the committee will be in contact with the Young Generation Committee regarding the return of our children who left the kibbutz (who meet the established criteria - see Appendix A).

b) Kibbutz Yizrael will continue to take in 3-5 families per year (in addition to taking in young generation), priority will be given to kibbutz members’ children. To this end, the kibbutz will allocate resources.

c) The conditions for acceptance for all applicants requesting to be admitted – in compliance with the criteria (see Appendix A - criteria for admission).

d) The absorption committee is responsible for accompanying the families prior to their absorption and during the absorption on Yizrael until they are accepted into the society, including maintaining continuous contact, connecting with a host family, appointing a liaison on behalf of the absorption committee, inviting to workshops, training and learning about the ways of kibbutz life.

(3) **Absorption agreement,** **absorption fees and pension payments:** Kibbutz Yizrael will sign those absorbed on an absorption agreement and collect absorption fees from them. Also, they must transfer pension funds, or their equivalent, according to the decisions of the kibbutz. Below is the procedure:

A. Those who are accepted, must sign the acceptance agreement on the day they enter the kibbutz's acceptance process. The family signs in the presence of the kibbutz secretary and the representative of the absorption committee.

B. The pension fees will be settled before entering the absorption process. From the day the absorption begins, the pension fees will be paid to the kibbutz. This is the responsibility of the secretary.

C. The absorption fee amount will be calculated according to the day the absorption begins. The payment will be charged upon acceptance as a member. Under the responsibility of the finance manager.

**(4) The stages of absorption and voting dates**: The duration of the recommended absorption route is two years. An absorption committee may shorten the process to one year and ten months. (Approved in the asefa)

Acclimatization phase (for absorption committee consideration only): The acclimatization phase is a preliminary phase for the first year of absorption. A family interested in this track, which is pre-absorption, can request it until it enters the absorption process. The acclimatization phase will be limited to three months, unless the admissions committee decides otherwise. The acclimatization phase will be conducted subject to the "residency procedure". The Admissions Committee reserves the right to terminate this chapter at any stage of the process.

Phase I - the year of adaptation (absorption)

A. After the first year of adaptation comes a junction where the family and the kibbutz check the parties' desire to continue the process and the degree of compatibility with kibbutz life.

B. If there is a need to extend the adjustment period, the absorption committee must inform the family of the voting date.

C. At the end of this year, the absorption committee submits a report to the kibbutz asefa (closed to members only). After the discussion, the names are put to a ballot. A simple majority of the total number of voters is required (the polls will be opened according to the kibbutz regulations).

Phase 2 - the year of candidacy

A. After the candidacy year another decision-making junction is reached. The family members and absorption committee discuss the parties' desire and suitability to come up for the vote for membership.

B. The voting dates for the candidates will be determined according to the start date of the absorption. The date that determines the start of membership is the actual voting date.

C. If there is a need to extend the candidacy period, the members committee (Vaadat Chevra) and absorption committee must inform the family about the new voting date.

D. The members committee and absorption committees prepare a report together that is submitted to the kibbutz asefa (closed to members only).

E. Admission to membership will be conducted by voting as defined in the kibbutz regulations.

G. A candidate whose application for membership was rejected at the ballot may appeal the decision and request an additional six-month nomination period. In this case, the asefa will discuss the request and decide on accepting or rejecting the appeal. The decision on the appeal will be made by a regular majority vote. The rejection of a membership application can be appealed only once.

(H) Accompanying new members: The absorption committee will accompany the new members in the first years after their acceptance into membership. The accompaniment will include an invitation to the seminars of those accepted, a contact person on behalf of the committee, who will be the address for discussion and consultation on questions and decision points. This accompaniment is not mandatory, but will be offered to the new members. The length of time for the accompaniment will be individual, as needed.

(6) *General comments*

**A. Studies:** Kibbutz members and their spouses, as part of a younger generation, who are interested in absorption and are still in the stages of studying, will first finish their studies as part of the younger generation group and then begin the absorption process.

However, the admissions committee has the right to examine each case on its merits and allow entry into absorption while studying, and only if the absorption process can take place properly at the same time as the studies, and after receiving approval from the education committee. Admitted students are obliged to sign a working days agreement with the Studies Committee in cooperation with a representative of the Absorption Committee. (See Appendix C - Students in Admissions)

**B. Compatibility tests:**

1. All applicants for absorption will go through the following steps:

 Interview with the team of interviewers

 Psychotechnical appraisal

 Economic appraisal (kibbutz children continuing - at the committee's discretion)

 Meeting with representatives of the absorption committee

2. The absorption committee will retain the right to assess all the suitability tests in order to make a decision as to whether the candidate is suitable for absorption to the kibbutz.

3. All appraisals for external applicants and returning children after the age of 30 will be financed by the applicants themselves.

4. For continuing kibbutz children the tests will be at the kibbutz's expense. The spouse of the kibbutz child will finance their own appraisal.

**5.. Maternity leave:** Kibbutz Yizrael aims to absorb families aged 30-40. Naturally this is childbearing age. We welcome every pregnancy and birth, and therefore the admission period will not be stopped/extended due to maternity leave. The maternity leave procedures for a candidate are the same as the maternity leave procedures for a kibbutz member as detailed in the work procedure.

**6. Working:**

1. The coordination of the workplaces will be carried out before the start of the absorption in coordination with the H.R. coordinator, the outside workers' committee and the absorption committee.

**2. Non-work:** A candidate who is not working will receive a number of work days for the purpose of searching for a job, according to the work and livelihood procedure. Beyond that, he will work in any temporary job offered by the kibbutz at the same time as he continues to search for work/ he will sign unemployment according to the instructions of H.R.

3. If a candidate does not fulfill the work obligation - the family's absorption period will be extended accordingly.

4. Beyond 3 months without work - absorption will be stopped.

 Working days for the committee: in order to implement the absorption plan optimally, the absorption committee will be assigned one working day per week.

**Shifts (Toranut)**- the goals of the shifts:

1. The feeling of contributing to the kibbutz

2. Integration into the kibbutz community through teamwork

3. The absorption candidate will be seen by the greater community to be fulfilling the required duties

4. Help in reducing the burden of shifts from the other members

Rules:

1. All those admitted will be introduced into the shift roster about two months after the start of the absorption process.

2. Candidates will be part of the same list as the members.

3. Before beginning roster duty, there will be a meeting between the candidates and the duty manager (in the presence of the coordinator on behalf of the committee) in which they will receive instruction re the rosters, the placement, the rules and the telephone / computer app which delegates the shifts.

4. If a candidate cannot for some reason (medical/unusual work hours) integrate into the regular roster, the intake committee will initiate a conversation with the shift team in which it will be decided by the team how and where to integrate the candidate into the duty shifts.

**Termination of candidacy:** an absorption committee may terminate the absorption process at any stage (as detailed in the absorption agreement).

(\*) In cases not covered by this procedure, the aabsorption committee will exercise discretion and make a decision in the spirit of this procedure.

**Updates from the Holdings Manager's Desk - May 2023**

Greetings to friends and colleagues,

What's on the list: update re the finalisation of the Kapro transaction contract, summaries for the year 2022 for our holding companies, agriculture updates - union of dairy farms with Maoz Haim.

(1) Update with the finalisation of the Kapro transaction contract - we are in the very last stage of the Kapro transaction. About two weeks ago we met at a "summit meeting" somewhere in one of the Tel Aviv lawyers' towers, several kibbutznikim from the north. On the Yizrael side - Maor, Shaul and me, and on the Kadarim side - Joseph (a Kadarim member who until about two years ago was also the Manager of Kapro) and Tzach (a Kadarim member and the mazkir of the kibbutz). The parties' legal advisors and an accountant also participated - "We looked each other in the eye" and resolved all the dilemmas, comments, removed concerns, and finally, after a few hours of discussion, we agreed on all the details of the sales contract and the new shareholders' contract. But the journey towards receiving our share in Kapro is not over yet. There are legal appendices that the company needs to hand over to us and this is a process that takes time, after which we will hand over the sales contract to the Commissioner of the Competition Authority and only after its approval can we sign the closing document, which is a simple document, the main thing of which is verification that all the appendices and declarations of the company have been made, that all the authorities confirm the transaction and that the lawyers of the parties have confirmed all the legal issues - then we will sign the closing document and at the same time we will also transfer the payment for the purchase to Kibbutz Kadarim.

In my estimation, during the upcoming Shavuot holiday, YIzrael Holdings will bring a new and beautiful gift in the form of the Kapro company with a 45% holding in the company. I am attaching for anyone who has forgotten - the main points of the transaction and a little about the company itself

The deal in a nutshell

• Total transaction - NIS 71,000 - for the purchase of 45% of Kapro from Kibbutz Kadarim, who will remain in the company with 55% of all holdings

• Expected main business results

• IRR - internal rate of return - about 11%

• Expected return on investment - about 10 years

Predicted and expected dividend - 50% of the net profit that should be distributed to the owners - predicted flow of about NIS 3-4 million/year.

(1**) 2022 summaries for our holding companies** - this year, for the first time, we held a Friday event to present all our holding companies who summarised their activities in 2022, and also presented us with their work plans for 2023.

The event on Friday morning gave all of us quality time to get to know the companies and their activities, made it possible to come focused on all the material provided, without the pressure and fatigue from a day's work for both the listening audience and the activity managers, who deliver the material, and in one day we went through the entire Holdings Corporation. I hope that we will continue our business momentum, and already next year Kapro will be included in the summary.

**The Food Branch -**

**Definitely an Important Message**

* **We repeat and ask again - do not remove dishes of any kind from the dining room area!**
* Taking dishes of any kind out of the dining room leaves us (all of us!) lacking, with significant budget damage and damage to the quality of service.
* Just as you don't go into the construction branch and take a screwdriver / drill, you don't go into a club and take a TV screen, you don't go into sewing room and take scissors - these are all work tools and services and cannot be removed from the dining room.

Please, avoid any inconvenience, for us and for the entire community.

Thank you for understanding - the Food Branch (Hope springs eternal – Ed)

**Take a Peek**

**Takes a holiday**

Dates 23.5.23 - 30.5.23

I will be on vacation.

Yael Ben-Shitrit will open the store and receive your packages

See you again on 1.6.2023

Have a nice summer,

See you

Ofra Shapira

**The H.R. Management Committee**

On Sunday, May 14, 2023, there was another meeting of the HR management, where we continued to work on updating the work procedure.

The proposed procedure will be published soon, as promised, for the benefit of the public and will later reach the kibbutz asefa.

Kinneret Govrin – H.R.

**Update on the Search for the Chairman of the Holdings Board of Directors**

With the end of Shaul Gur's two terms as chairman of the Holdings Board, a dedicated search team was formed to find a replacement.

The team: Naomi Amit, Avner Alterlevy, Ariel Brin Dolinko, Idan Zelas, Peter Pezaro and Kinneret Govrin (coordinator).

First, the team considered the election of Shaul Gur for a third term. The team met with Shaul, and held meetings with officials who have working interfaces with Shaul and heard their opinions on his performance as chairman and in addition, invited the members of the kibbutz to express their opinions regarding the continuation of his term.

The team became aware of Shaul's excellent work during the 6 years in which he served as chairman of holdings. Shaul was a significant pillar in establishing the kibbutz's holdings infrastructure and has had a central role in many significant processes, projects and actions over the years, such as: preparing the financing plan, building and implementing a strategic plan, establishing the gas station, the purchase of Teldor, Netzer, Kapro and Filter Art companies. In addition, during the period, Shaul assisted three holdings managers professionally and as friends.

At the same time, the understanding emerges that the Holdings Company is now in a different phase, the needs have changed and after a thorough examination of the issue, the team decided not to recommend Shaul for a third term, but to refresh the ranks and find a new chairman.

We were looking for a person with rich and diverse business and industrial experience, which includes experience in improving companies.

In the course of the candidate search process, the search team met with a number of candidates who were found to be most suitable. All the candidates had a rich business resume, good abilities and qualifications for the position of chairman of the Board of Holdings. The team talked with people who recommended the candidates and contacts who know the candidates, gathered opinions and formulated its recommendation.

Upon completion of its’ work, the search team recommends to the kibbutz asefa, **Arik Shor** for the position.

Arik was the CEO of Tnuva and the CEO of Hogla Kimberly and for the past 7 years he served as chairman of companies, mainly kibbutzim, such as: Agudat Afikim Properties, Ma’abarot Products, Tadvik Company, Gan Shmuel Health Industries and more.

The team was impressed by a charismatic, sharp, pleasant person, with extensive business experience, both in mergers and acquisitions and in improving companies, an experienced chairman who knows the kibbutz DNA and the processes and bodies that exist in the kibbutzim.

**The public is invited to meet Arik Shor at a kibbutz meeting that will take place on June 19, 2023.**

Attached below - Arik Shor introduces himself...

Kinneret Govrin – H.R.

A Word from the candidate…….

**Dear Members of Kibbutz Yizrael,**

My name is **Arik Shor,** and I am a candidate for the position of Chairman of Yizrael Holdings.

During the last seven years I have served as the chairman of several industrial companies, as well as the business chairman of various kibbutzim. I am the chairman of Tadvik, a company that creates packaging decoration and flexible packaging, located in four production sites in Israel, and a subsidiary company in the USA. I am also the chairman of the board of the Ma’abarot products company, which owns the nutritional supplement company "Altman", the pet food company Bioft (producer of Bonzo and La Cat) and a company that creates nutritional supplements in Poland.

In addition, I serve as the chairman of Afikim Properties, which is the business holding company of Kibbutz Afikim.

As mentioned, I have gained a lot of experience in managing boards of directors in a diverse number of businesses, mostly industrial, some of them owned by kibbutzim, so the topic of decision-making, management and emphasis is familiar to me.

Before becoming chairman, I served for about seven years as CEO of the Tnuva Group, when at the end of my term the company was sold to the Chinese Brightfood. Before that, as the CEO of Hogla-Kimberly (now Kimberly-Clark), a manufacturer of Huggies diapers, Kleenex and the like.

I think I can help Yizrael Holdings and its shareholders (kibbutz members) continue to develop the existing businesses of the kibbutz, and if necessary, acquire new businesses. I understand the business field and alongside my familiarity with the conduct of collective organisations, I will contribute to the chances of success.

A few more details about me - I graduated from the Technion in computer science and civil engineering. In my military service I was in the first division of the Shaldag unit, I have 3 sons and many grandchildren...

I would love for you to approve my candidacy for chairman of Yizrael Holdings

And together we will continue to promote the kibbutz business

Arik

(We had a puppy and now we are getting a bull. Make us rich Arik – Ed)

**Energy - the summer season is long and expensive!**

**(Jeremy’s sound, get rich quick, advice)**

A big change!

Summer begins in June, continues in July and August, and ends only at the end of September – **Be warned!**

The summer season has begun... hot, hotter, very hot... also in terms of electricity rates.

Children!! Remember to turn off the air conditioners when you leave the house! Parents too...

**Electricity rates for the summer months, until the autumn rates in November:**

**Sundays to Thursdays**

Peak - between the hours of 17:00 - 23:00

High **-** none / Low - all other hours

**On Saturday and holiday evenings** - all hours - low

**On Saturdays and holidays** - all hours - low

Low voltage Kw\h cost not including VAT

Winter - peak: 0.8604 NIS \ high: 0.0 NIS \ low: 0.2802 NIS

Summer - peak: 1.229 NIS \ high 0.0 NIS \ low: 0.3258 NIS

Transition season - peak: 0.3123 NIS \ high: 0.0 NIS \ low: 0.2726 NIS

**The cost of electricity during peak hours is almost 4 times higher than in the previous season! You have been warned!**

Reminder! For those who have a Shabbat clock that activates the boiler, you must change the hours of operation of the boiler according to the low hours. Check that the time is updated! A solar heater works on solar power only until October! For those who have enough hot water from the sun - excellent! For those who the sun does not heat the water enough - you can turn on the boiler manually. Remember to turn off after half an hour! Otherwise, you will find that you didn't remember until the end of the month, when you receive the electricity bill... For those who have a solar water heater and don't have enough hot water for the morning, there is a new program that gives electricity for one hour in the morning - leave a message at the electricity branch and it will be taken care of.

Don't forget to clean the filters of the air conditioners every two weeks. Check that there is dripping from the drain pipe, so that there will be no flooding into the air conditioner. Adjust the air conditioner to 24 degrees, or more, each degree less increases the electricity consumption by 5%. The air vents must be directed upwards - cold air sinks... descends! The direction of rotation of the fans must be changed, which will push the trapped air in the ceiling area - downwards.

Remember to turn off the air conditioner when you leave the house or the office - close windows and doors!

80 % of the household electricity consumption on average in the summer, is by the air conditioning! The children at home - remind them too!

So what do we do between 17.00 and 23.00: spend more hours in the pool, cool the house before 17.00 and raise the thermostat to 26 degrees to keep the cold, eat in the dining room... there is also something good, all hours of the day are low , you can enjoy yourself at home and be cooled at reasonable costs.

May we have a pleasant and happy summer - Jeremy Perling, Energy Commissioner

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צ'ס ברודהרסט

**Programme for 21-25 May**

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

**Sunday 21.5**

Opening the week - baking with Monica.

07:00 Feldenkrais with Ilana Lahav (BAO)

09:10 – 12:15 Zoom lecture “Around the World” with Galia

**Monday 22.5**

08:30 Pedicure with Limor Mualem (BAO)

09:30 Art lecture with Chas

16:00 Open for coffee, cake, chats

**Tuesday 23.5**

10:00 Trivia quiz and brain teasers with Galia

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

18:00 Veterans meeting with Yael Sofer (Beker)

**Wednesday 24.5**

09:30 Blossoming Nature with Hammutal

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

**Thursday 25.5 Erev Shavuot**

Closed

**Establishment of a Social Involvement Team**

As part of the community management's decisions to establish a social involvement team, we are looking for people with initiative, creativity and motivation to contribute to the kibbutz community and beyond and establish a Yizrael project.

You want to do something for someone?

You have always dreamed of volunteering and didn't know where and how?

You are invited to join us, to take a significant part – to be heard and to influence!

After the establishment of the team, we will decide together on the goals, ideas and activities to promote volunteering and social involvement in the life of our community.

For registration and additional details, please contact members of the Donations Committee

**Yoni Brauman (head of the committee), Oren Broadhurst, Adi Ilan-Goldstein, Einav Nagar and Inbal Pezaro**

**Major Power Outage**

**On Wednesday, 14.6.2023**

On Wednesday, June 14, 2023 - there will be a general power outage throughout the kibbutz,

For the purpose of increasing the kibbutz's electricity connection, and connecting the Maytronics technology building to the electricity grid.

The power outage is expected to last up to 8 hours, starting at 08:00

The buildings connected to the kibbutz's generators will have electricity, but most of the residences will not have electricity.

Due to the long duration of the expected power outage, we recommend preparing accordingly.

Erez Peleg, Community Manager

**Shavuot Shul Service**

**Will be held in the synagogue**

**On Thursday**

**25/5/23 at 18:00**

**Happy Shavuot**

**Kabbalat Shabbat Shul Service**

**will be held in the synagogue.**

**On Shabbat evening, Friday, 26.5.23!**

****

**The Best of British Music**

**Sun 21.5.23**

**The Music School Presents**

**“Imagine”**

**40 shekels cheap!**

**Shavuot Events**

**Monday 22.5.23**

**20:30**

The Women of the Scroll" - the writer Sahara Blau in a special meeting for Shavuot with the fascinating women of Megillat Ruth.

Who is the real heroine of the scroll? How has Naomi changed? Why did Orpa prefer to leave? And what really happened the night in Goren between Ruth and Boaz?

The full (and surprising) answers will become clear during the meeting in the moadon

**Thursday, 25.5.23 – Shavuot Eve**

**17:30**

Farming - agricultural games, craft stalls and a “From our own Hands Café”: on the grass outside the Moadon.

The games will also continue during dinner.

**18:30**

*Shavuot meal* - the meal will be served at self-serve booths, sitting both inside the dining room and outside will be possible.

 There will be no separate distribution for those eating at home, take home - please only from 19:30

**Friday, 26.5.23 - Shavuot holiday**

**09:00 – 12:00**

Festive Shavuot Brunch

**17:30**

Shavuot ceremony - in the field in front of the new GADASH (as last year)

It will be possible to reach the place on foot, by scooter or by car: see the direction map ->

 The dining room will not open for lunch and dinner, food for Friday dinner will be distributed during Thursday

**Saturday, 27.5.23**

**09:00 – 12:00**

Saturday brunch - in the dining room

Happy holiday to all of us on Yizrael

Shavuot team: Avishag Sharoni, Eviatar Assaf, Uri Gilad, Doron Kagan, Hadar Levi-Lavia, Hammutal Assaf, Yuval Agmon, Yotam Assaf, Yifat Segal, Navot Assaf

**English is Fun - with Rahel**

THE ELDERLY

We were born in the 40-50-60

We grew up in the 50-60-70’s

We studied in the 60-70-80

We were dating in the 70-80-90’s

We got married and discovered the world in the 70-80-90’s

We venture into the 80-90

We stabilize in the 2000’s

And we are going firmly through 2020

Turns out we’ve lived through EIGHT different decades

TWO different centuries

TWO different millennia

We have gone from the telephone with an operator for

long-distant calls to video calls to anywhere in the world,

we have gone from slides to YouTube, from vinyl records to

online music, from handwritten letters to email and WhatsApp.

From live matches on the radio, to black and white TV, and then to HD TV.

We went to the Video Club and now we watch Netflix.

We got to know the first computers, punched cards, diskettes and now we have gigabytes and megabytes in hand on our cell phones or IPad.

We dodged infantile paralysis, meningitis, H1N1 flu and now Covid-19.

We rode skates, tricycles, invented cars, bicycles, mopeds, gasoline or diesel cars and now we ride hybrids or 100% electric.

They could describe us as “exennials”, people who were born in that world of the fifties, who had an analog childhood and a digital adulthood.

Our generation has literally lived through and witnessed more than any other in every dimension of life. It is our generation that has literally adapted to CHANGE.

TIME DOES NOT STOP

“Life is a task that we brought ourselves to do at home.”

When you look… it’s already six in the afternoon; when you look…it’s already Friday; when one looks the month is over, when one looks…the year is over!

Do not stop doing something you like due to lack of time. Do not stop having someone by your side, because you will have to do something with that remaining time.

THE DAY IS TODAY! WE ARE NO LONGER AT AN AGE TO POSTPONE ANYTHING.