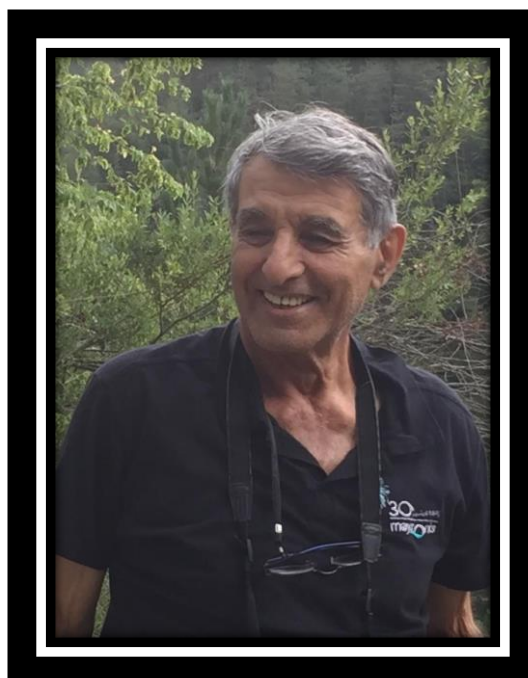


**The Yizraelite – No 2148 Date: 1.3.24**

### **Kibbutz Yizrael**

#### **Edi-torial. This week we mourn the passing of Avinoam Omer.**

Avi was the mythical manager of the kibbutz garage. For many years, Avinoam maintained all the motorised vehicles of the kibbutz. Many a night I would wake Avi when a tractor broke down while marketing chickens. Avi would come forthwith without complaint, even if the tractor belonged to the contractor or the kibbutz operator had acted irresponsibly and caused the damage unnecessarily. Avi uncompromisingly ensured that no one used the tractors in a way that endangered himself or others. No one would dare take a chance of being caught by Avi, with a child on his lap or a passenger on the mud guard or behind the driver. Avi will be sorely missed. Rest in peace, Avi. Our hearts go out to Pnina and the family.



**Kibbutz Yizrael**  
**grieves over the passing of our dear member,**  
**Avinoam Omer**  
**May He Rest in Peace**

**Kibbutz Obituary - Avinoam Omer**

אדם חוזר וקציר יומו	A man returns and his
צנוע הוא ודל,	income
ועל גבו צרות החול	is modest and meager,
עומסות לו כמגדל.	And the everyday
ולפניו רואה פתאום	troubles on his back
את שתי עיניה של ביתו	are weighing down on
והוא אז שר, והן איתו	him, heavy as a tower.
שרות הללויה.	And suddenly, he sees
	before him
	the eyes of his
	daughter
	and then he sings, and
	those eyes
	sing Hallelujah along
	with him.

Avinoam was born in Jerusalem on June 16, 1935, into a religious family, the eldest son of Rachel and Shabtai, both of Yemenite origin, and the eldest brother of three sisters. He attended a religious school until the age of 13, then decided that this path was not suitable for him. Shabbat and holidays were traditionally celebrated at home, but afterwards he would go to parties. He continued his studies at an Amal vocational school and joined the "Tnua Hameuchedet" Youth Movement until he was drafted.

In the army he was a combat paratrooper and participated in operations and wars: the raid on the Sea of Galilee, the Kadesh operation, the Six Day War, the Suez War, Yom Kippur and Shlom HaGalil.

Avi arrived on Yizrael in 1954 as a member of the "Kinnerot" garin along with Mirik, Nis, Hanoach, Michi, Patchy and Shimona.

In February 1960 he married Pnina, who came from Australia with the first Anglo-Saxon garin, and their four daughters were born on Yizrael.

On the kibbutz, he first worked in the dairy, later as the “Econom” in the food branch, and then, for over 50 years, he worked in the garage, and over 40 of which he was coordinator and manager. He continued to work in the garage until about three years ago, with the arrival of the corona virus.

Avinoam was dedicated to his work and to his family and to Kibbutz Yizrael. He was a humble and hardworking man. A kind man, who loved to help others, far from the spotlight, rescuing people who got stuck in their cars on rainy nights or teaching women in the kibbutz to change a car tyre and solve problems with cars. He was a tough boss, who demanded a lot from his workers, and this was due to his being dedicated, strict and caring. He carefully and uncompromisingly maintained the work tools, order, and safety.

As strict and demanding as he was at work, at home he was a different person, a soft and warm family man, with both the nuclear and extended family. He was the pillar of the family and was devoted to Pnina. He was the first to arrive at every family gathering - for trips, in joy and in sorrow, and never missed an opportunity for a family gathering. He was a wonderful and loving father and grandfather to his four daughters and six granddaughters, taking care of each one of them. He took care of Pnina's mother and his mother with great dedication, when they lived on the kibbutz.

Avinoam was a man of simplicity, who made do with little, and knew how to turn a little into a lot. He loved to glean citrus fruits, pecans and everything that could be collected after the main harvest and created real delicacies from them. He loved music, and movement was present in every cell of his body. He especially liked folk dancing and trips. Lots of trips - kibbutz trips, trips abroad, the Israel Trail and a big trip to Jordan at an advanced age, (he was the oldest in the group, and his physical abilities were noteworthy). He was a true benefactor and loved the landscapes of the country and its paths. He was interested in and expanded his knowledge on many subjects, such as the Bible, photography, Judaism, computer and more.

He was fully involved in the kibbutz life - he read background material, was interested, made sure to vote and was aware of what was going on throughout the years. He loved the kibbutz and put the good of the kibbutz before his personal good. He was committed to the kibbutz, identified with its values and ways, without doubts and without question.

Avinoam was a man of few words and plenty of action, doing small and beautiful things that expressed his values of giving, with sensitivity and consideration for others. He didn't talk about what he did, he just did it.

פרושים ימי בפני האל My days are spread out  
יודע הוא דרכי before the Lord,  
וכל שירי כמו תפילות He knows my path,  
שולחו למרחקים. And like prayers, all of  
וכשיגיע סוף התוואי my songs  
אנעל בשקט את חיי were sent off to the  
ושיר חדש צעיר וחי distance.  
יושר הללויה. And when my path will  
reach its end,  
I will silently lock my  
life away,  
And a new song, young  
and alive  
will be sung Hallelujah.

Dear Pnina, Liat, Bat-Shachar, Dafna, Tirzah and the whole family, we too have lost an important part of the whole Yizrael puzzle today. We will remember Avinoam with love, as a handsome man, eternally young, strong, and energetic, with kind eyes and a warm smile.

Rest in peace.

Yifat Assaf, on behalf of Beit Yizrael, February 2024



## Dafna

Our beloved and dear father,

A family man, a kibbutznik, a hard worker who, for decades, went to work every morning at 05:30 until 16:30 and would return "dead tired". But after resting, reading the newspaper and an afternoon cup of coffee with two pretzels that Mum had baked, he would get up again energetically, to work in the garden and then do the rest of the household chores.

And often, he would be called to help someone who was "stuck" with his car and would immediately drop everything and go. Dad, who came from a religious home,

distanced himself from religious life and attached himself to the values of the movement, and the kibbutz. But all his life he loved the tradition and the family and community that accompanied it. We would celebrate Passover with our grandparents and the entire extended family who Dad loved and respected so much. Dad was always interested in Judaism and the Bible, history, literature, and culture mainly related to the Land of Israel and would go to classes to enrich himself and broaden his knowledge.

He also went to the "Roim Olam" classes and traveled the world quite a bit with Mum, sometimes together with friends from the kibbutz. He also really liked to travel in Israel. Going on kibbutz trips, walking the "Israel Trail" with members of the kibbutz and also the family vacations in the company of our neighbours and the late Nis. Dad made his contribution to the building of the country. He fought in all the wars from the battle for the Old City, the Golan till Shlom HaGalil.

Dad, you and Mum built a beautiful life, with modesty, dedication, responsibility, creativity, curiosity, and the love of life. Let's hope that on these good foundations, Mum can continue to live her life well. We will be with her. Dad, life will never be the same again without you.

We love you.

I love you.

You led your life well and we will always remember you well.

Dear Dad, rest in peace, your soul in heaven.

And I would like to add a big thank you to you, the members of the kibbutz, for taking an interest in Dad's well-being and sending greetings, which we always passed on to him, and which made him very happy. Dad loved Kibbutz and you, his friends. So again, thank you very much from the bottom of my heart.

Dafna





## **Tirza**

Our beloved father,

Although you loved the written word, you were not a man of words, but a man of deeds. You lived quietly and modestly according to your values. You worked with dedication and care for many years in the garage. You loved the land, fought for it as a soldier, walked its paths for many years. You knew the stories of the land and the Bible, the songs and the culture of the land.

You were a good son to your parents, and you took care of Grandma Rachel and Grandma Sima with love and devotion. You were a caring husband. You maintained a blooming and well-kept garden. You looked after your health and ate healthy foods, as prescribed by the health books. And let's not forget the brushing of the teeth meticulously. You were the kind of father who took care of his family, and you were ready to drive us anywhere, any time. A father who gave up his class to look after his grandchildren, a father who took us on trips and told stories, a father who spent time with the family. You were not a man of many words, but a man of action. Not grandiose deeds, but such significant and profound actions.

When I think of you in the kibbutz and in the family, I think of a supporting wall. Not the prominent and decorative part of the house and even a little hidden, but a strong and solid foundation on which so much is built, and which gives strength and all the structure.

I love you so much and already miss your smile and your kind eyes. I hope you find a field full of colourful flowers and a fruit tree that you can climb and pick fruit from.

I Love and cherish you. Tirza

## The Granddaughters

Sabush,

All the granddaughters are sitting together and trying to think of what to say to you.

It is impossible to sum up what you were for us in a few words, but we will try.

For us you were the strongest grandfather in the world. What other grandfather rides a bicycle at the age of eighty plus...? What other grandfather maintains a magnificent garden and runs from lesson to lesson. What other grandfather would climb to the edge of the mountain with his granddaughter just to photograph lupins? Or drag us to slide down the slide when we are already too big for that.

One who spends his whole life traveling the world and taking pictures of everything possible, and when you least expect it, he will suddenly send you a gif on WhatsApp with his unique signature - Sabata.

You always pushed us forward and you just wanted to know that we were well and ok. You wanted us to know that you support and stand behind us in every decision. Your main concern was that we should be happy.

We give thanks that we are your granddaughters. You are our inspiration.

We say goodbye to you with a huge hug, one that hurts a little from the glasses that hang around your neck and get crushed in the hug, and with such a kiss that the stubble scratches our cheek.

Love, your granddaughters:

Noa, Ma'ayan, Nofar, Sarah, Esther, and Omer





## Doron

Avinoam, first I would like to ask forgiveness for not visiting you during the last period when you were fighting your last battle.

You fought all the wars as a paratrooper with courage and bravery, but this last one left no chances. It was a cruel war that hurt the body and soul. I hear from the girls that you didn't give up easily.

My dear father, we met for the first time in 1969, when I arrived, a young boy from Netzer Sereni to study at Ort Ein Harod. You and Pnina took me in and added me to your family. I felt like one of your children, among the four wonderful girls.

Immediately a bond was formed between us like that of a father and a mother to a son, I felt like one of the family in your home. You embraced me with warmth and love and concern which knew no limits. I never felt different amongst the girls.

You, my father, taught me a lot of technical subjects, and Pnina, with uncompromising efforts, worked with me on the ABC.



At home there was always warm hospitality with wonderful cookies that Pnina had baked, and you, my father, took me on to the roof to get fruit leather, that you had prepared and placed on the roof to dry and together we would enjoy eating it.

My father, from you, I learned what it is to eat spicy food and you got me addicted to schoug.

I admired you for your professional knowledge in mechanics, and in my free time I would go to the garage you managed, to learn something more. I stood by your side and enjoyed watching you take tractors apart and working on the gears. For me, then, it was magic.

Over the years, our families, including Mirale my wife, and the girls, and also my whole family, my parents and sisters, have become one big family. We celebrated holidays together and shared common experiences over the years. I can't help but praise your daughters, Liat, Bat Shachar, Dafna and Tirza and their spouses for their unparalleled devotion to you, Avi and Pnina.

There comes a day when parents are rewarded for everything they did for the children and this is the result of the education and personal example they were exposed to in the home.

My dear father, Aviya, Eli, Ayelet and my mother, and of course my wife, Mirale, and I, weep with sorrow as we part with you forever.

Pnina, I want to thank you for everything you did for me at the age when a boy's personality is shaped. You contributed to who and what I am today.

I love you and cannot fathom that I will not see you, my very dear father, again, in this world.

Pnina, I pray for your long life in peace.

You will never feel lonely with such a warm and caring family.

Avinoam, we ask you to attest to our righteousness in heaven. Rest in peace.

Love, Doron.

## A Few Humble Words About a Modest Man – Zohar Assaf

In recent months, we have been busy documenting veterans and conducting personal interviews with them. As part of the project, we approached Pnina and Avinoam several times, and they, in their modesty, refused.

This was not the first time I had approached them on the subject. Over the years, several members asked me to interview Avinoam about his interesting life and his childhood in Jerusalem, but he, in his modesty, refused. He told me "No need, interview others..."

Dear Avinoam, I am sorry that you refused and I did not hear the story of your life from you personally, but rather from the eulogies at your graveside.

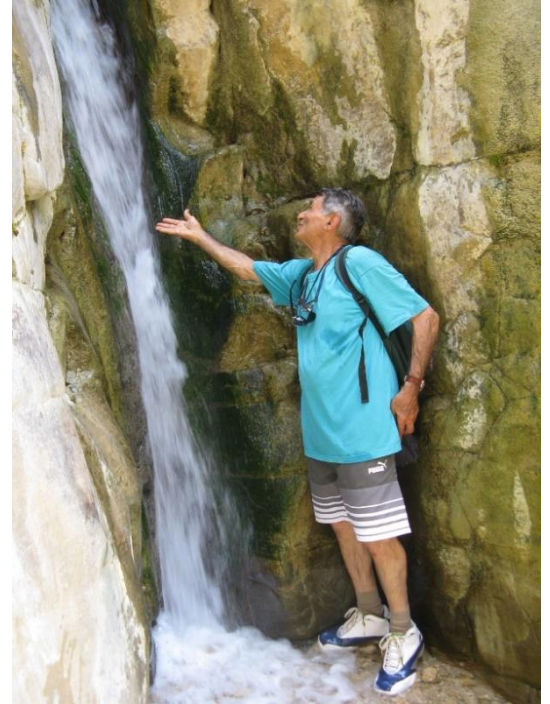
In any case, I got to know you on a trip we took to the Moab Rivers in Jordan in May 2011. You joined the trip and said that the only problem is that you are from Jerusalem, and you don't know how to swim, but not to worry, for that you brought a life jacket so you can cross the water filled pools.

I was a little worried that you joined a trip for advanced walkers spread over several days. We had to sleep on the ground... and you at the age of almost 80! You proved to all of us that age is not an issue at all. You passed us all, with a huge smile on your face. You thanked me for a great trip.

I thought you would live forever...

I will remember you as a modest, healthy person, beautiful outside and inside with a big smile.

Zohar Assaf.





## **Residents' Meeting**

**Regarding the new residency procedure and the pricing changes**

**It will take place on Sunday, March 3, 2024, at 8:30 PM**

**In the Moadon**

**Residency Committee**

Message: Yifat



## **Thank You for the Knitted Hats!**

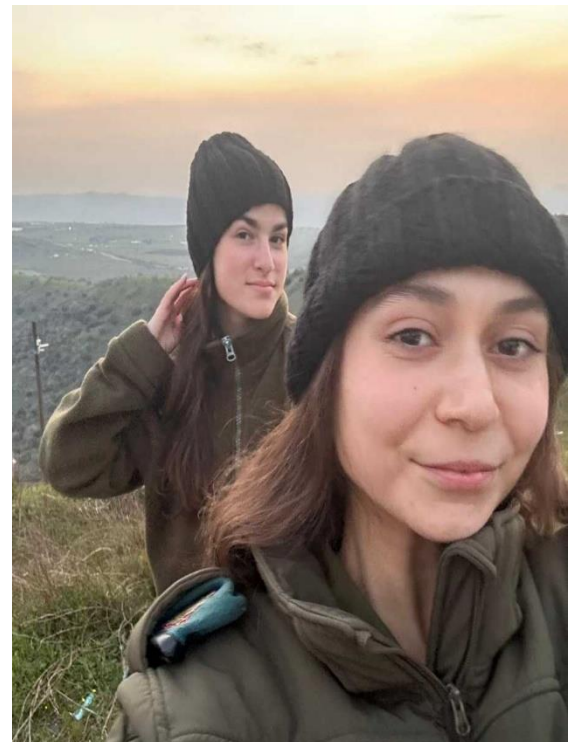
### **A Message from the Soldiers**

Good morning Monica,

These are pictures of the soldiers from the 858 North Company battalion serving in the Northern Command. I will try and send more pictures and a video later. Many, many thanks for the donation and commitment to knit so many hats in one week. A huge thank you to the knitting grandmothers,

And... Many thanks to Shai Hadar who looks after us in the reserves!

Reported by: Monica Brustein



**THANKS:** The Cohen Tirosh Families thank all those who helped make their daughter Matan's Bat Mitzvah such a success. Mazal Tov to Matan and all the family

## Health Care Procedure and the Third Age

### General

**"The third age"** - includes members of pension age according to the laws of the State of Israel and deals with all issues related to this population.

### Domains

1. **"Beacon on the Hill"** - community center, activities, culture, enrichment, and related services for veterans.
2. **Field care** - direct contact with the veterans and their families and providing a response to health care needs.
3. **General issues** - legal aid, optimal aging, retirement plan, the kibbutz as an age-supporting space, health promotion, general accessibility, and more. In cooperation with the various bodies on the kibbutz.
4. **Professional staff** - discreet consultations on individual issues - forum members: the clinic manager, the veteran coordinator, field carer. Also, alternatively or as needed, the health and welfare manager and a consulting accountant.
5. **The third age team** - a team to discuss any issue that is not related to the individual: the coordinator of the third age field, field carer, Beacon on the Hill team, volunteers.

### Home care procedures

Home care assistance procedures are applicable for a member who needs assistance at any age, cooperation of the senior staff and the health and welfare manager (except for sections relevant only to veteran members).

According to the local custom, a member remains in his home. In special cases where it is decided that there is no choice, according to the family's decision, the member will be referred to an external care setting.

1. **Home care help** will be received after a meeting of the field carer and the elderly centre (or other related parties) with the family. At the meeting, a treatment plan will be established according to the needs.

2. **"Supporting community"** - allows an additional support package for the member, including: a distress button, fire detector, calling an ambulance in an emergency at a nominal cost, doctor service and help from a designated community support volunteer. There are communities that support veterans and the disabled.

3. **Israeli Home Caregiver** - a home caregiver will be provided after checking the member's National Insurance eligibility. The number of hours will be according to the member's eligibility level defined in the National Insurance.

The third age system has the discretion, after examining the member's needs, to add care hours.

4. **Foreign worker** - a person who needs more extensive help than an Israeli caregiver can provide and has been recognised by the National Insurance as entitled to employ a foreign worker, an application for a foreign worker's permit will be submitted for him. The kibbutz will only employ workers with valid legal visas. The worker's salary will be uniform for all employees.

#### **Extra Services:**

1. **Gardening:** Eligibility from age 75 according to the existing arrangements up to 3 hours per month

2. **Home Cleaning:** Eligibility from age 70 according to the existing arrangements 2.5 hours once every two weeks. A member who receives a permanent home care provider is not entitled to this benefit.

## **Appendix**

### **Health care package for the third age**

The purpose of the package is to provide an adequate response to the member which will allow him to maintain maximum function, independence, and health in old age.

The purpose of the appendix is to inform the members, families and professionals about the possible nursing and treatment options.

The level of nursing care

There are different degrees of dependence and accordingly the nursing-therapeutic answers.

**Level A:** The member requires minimal help in his home - he uses the gardeners and a cleaning service.

**Level B:** The member requires moderate help in his home - he is assisted by the gardeners, cleaners, and an Israeli home care assistant according to entitlement from National Insurance.

This level requires the submission of a claim to the National Insurance, the application to the National Insurance is made in cooperation within the family and the coordinator of the third age.

**Level C:** The member needs care 24 hours a day provided by a foreign worker. A request must be submitted to the National Insurance and an application submitted for a permit for a foreign worker, the application is made in cooperation with the family and the third age coordinator.

**Level D:** When the home care does not meet the needs, a decision regarding an alternative will be made after a meeting with the family and the senior staff, according to the family's wishes, the professional judgment and the kibbutz's ability to meet the costs.

### **If a member is hospitalised**

For a member who is hospitalised (if he does not have a foreign caregiver), he may receive a carer provided by the kibbutz for the night hours for up to 8 hours if this need exists. Escorting the member during the day is the responsibility of the family.

In exceptional cases, when a person has no relatives in Israel, the kibbutz will help at its discretion.

**Request for the night help** - contact the field carer. She will try to find a solution.

**Ordering an ambulance** - through the "supportive community" system or with the approval of the clinic.

**In preparation for discharge from hospital/rehabilitation** - it is necessary to bring a summary letter and recommendations from the department's social worker general/treating doctor so that preparations can be made accordingly.

### **Moving to a nursing home outside the kibbutz**

If the home care does not meet the member's needs, the member may move to a nursing home.

Financing nursing home stay: the kibbutz will finance the stay according to the price customary in the nearby settlements (as of the writing of the procedure up to NIS 15,000 per month), provided that the rights in the national insurance have been exhausted.

If the member chooses a place where the stay is more expensive, the member and his family will cover the difference.

**Ministry of Health Nursing Home:** If a Ministry of Health nursing home is chosen, the same rules will apply provided that a code from the Ministry of Health has been received.

**The residence in the kibbutz:** When a nursing home becomes the permanent residence, (except in cases where the other spouse continues to live in the home), the senior citizen coordinator will report to the kibbutz secretary about the permanent move to a nursing home.

### **Hiring a foreign worker at home**

The entry of a foreign worker for care in the member's home constitutes a fundamental change in the way of life of the member and his family members. Adapting to the new situation, the new language and the different habits takes time and requires patience and tolerance.

The foreign worker's help, accompaniment and supervision make all day-to-day activities much easier, but on the other hand, a new situation is created within the family and the intimacy and privacy of both the person in need and his family are affected.

In the first weeks of his starting work, it is necessary for the employee to be closely accompanied by family members in order to teach him the ways of life in the kibbutz and guide him in his work (habits, needs, preferences). You must explain to the employee what your expectations are of him and check that he understands.

The foreign worker is part of the family, and we expect the family to note events such as the worker's birthday, religious holidays, etc. together with him.

The family members will be contacts for the employee and will be an address for him in any matter as listed below.

We are here to accompany you in the absorption process and wish you success.

## **Subjects that are the responsibility of the family**

- Make sure you have a room with a bed, closet, bedding, blankets, towels, etc. Also make sure that the room is heated/cooled and properly maintained. TV optional.
- The room must be cleared of personal belongings of the family members before the arrival of the foreign worker. From now on, this is his private room.

The employee must not host family members during his stay in the member's home.

- Care must be taken to always maintain the room during the employee's stay (including repairs of any kind if necessary).
- Make sure to have an internet connection in the room, so that he can be in touch with his family overseas.
- The family must explain to the employee all the nursing needs and medical treatment required (for example: adapted nutrition, taking medicines, safety, employment, and cleaning). The clinic staff can be of help where necessary.
- It is advisable to give the employee about two hours of rest during the day, this should be adjusted to the patient's schedule and the family's abilities. During the night, the employee is entitled to eight hours of sleep.
- As part of the employee support system, group meetings of the employees, training days, Hebrew lessons, etc. are held from time to time. The family must take care of the member if he needs supervision during these hours.
- You must be vigilant and monitor the quality of work and care at home provided by the employee.
- It is recommended to do a monthly check on the expenses of the member's budget, including phone calls and food.
- If the need arises, the family must help the employee make medical appointments for himself and take care of transporting the employee to his appointment.
- Driving a scooter (kalnoit)- before using a scooter, the employee must contact the garage for training.
- A foreign worker is responsible for cleaning the house and managing the day-to-day household.
- The employee continues to live in the patient's home and take care of him even during visits by family members, but his role is to provide assistance to the patient only.



- It is important to observe appropriate behavior towards the employee, avoid statements that may sound like suggestions of a sexual nature, including derogatory statements, as these statements and suggestions may be considered harassment.
- The employee may take food from the dining room or eat in it, in addition, the family must make sure that the home has sufficient food products to prepare basic meals. There is no need to buy special food for the employee.

### **Issues under the responsibility of the health system**

- Locating a foreign worker - processing the employment permit, establishing contact with the foreign worker agency, interviewing candidates (in cooperation with the family), issuing health insurance, signing a work contract and salary arrangements.
- The field carer will accompany the employee and the family during the reception, will conduct an introduction for the employee on the following topics: arranging contact with the clothing branch, kolbo, dining room, petty cash, and introduction to the clinic staff.
- Insurance, renewal and payment of licenses, visas and various certificates required by law. (Except for the international visa required for leaving the country for a family vacation according to the contract).
- Hebrew lessons for the employees if there is a demand and cooperation.
- The field carer will occasionally hold social gatherings for the foreign workers.

### **Vacations and provision of a reliever for the foreign worker:**

- A foreign worker is entitled to a rest day per week (25 hours). The health system recognises the importance of the "taking a break" day for the employee and encourages going on vacation. An employee who does not take a rest day is entitled to payment for this day.
- The foreign worker must coordinate with the family and the field carer in advance of every departure (vacation, health, etc.).
- When the employee goes on a vacation day (25 hours), the family will take care of finding a replacement foreign worker and paying his wages up to a ceiling rate set by the health care system (the family will be reimbursed in the budget for this expense).
- You can use the third age team to help find a replacement caregiver.

- The family must provide the team with the replacement's details and a photocopy of his passport before the start of work, for health insurance purposes. An employee without health insurance will not be allowed to work on Yizrael.
- If the member is not totally incapacitated, the family will be asked to help with the replacement if necessary.
- On the employee's day of rest, the family must make sure to explain to the substitute caregiver the patient's nursing needs and medical treatment.
- Departure of the employee for a few hours - substitution is the family's responsibility.
- Going on an extended visit home (leave) - in advance coordination with the senior staff and the family. The payment to the employee on vacation will be based on the number of vacation days he has accrued. The family should arrange for a replacement foreign worker with the assistance of the committee.

#### **Work of a foreign worker while the member is hospitalised:**

- The responsibility for accompanying the member during hospitalisation, in all things related to medical issues, remains in the hands of the family.
- The foreign worker will accompany the member in a hospital during hospitalisation according to the family's convenience between 8-10 hours a day only (can be given during the day or night). Additional escort hours will not be provided at the expense of the health system.
- It is the family's responsibility to take care of the foreign worker's transportation to and from the hospital and to take care of his needs during his work hours in the hospital.

#### **Payments involving the employment of a foreign worker:**

The health system is responsible for handling the administration, and handles the following payments:

- Population and Immigration Authority Office: Application for a permit to employ a new foreign worker or to extend the employment of a foreign worker -310 NIS every 4 years.
- Interior Ministry: NIS 185 per year for renewing a work visa for the foreign worker.
- Placement fee: NIS 840 per agency per year.

- Agency fees: NIS 2000 (one-time) payment to the agency for placement of an employee.
- Health insurance: about NIS 2,700 per insurance year.
- Health insurance for the substitute during the foreign worker's extended home visit leave: about 3.5 dollars per day.
- **Salary:**

The basic salary of a foreign worker is NIS 5,600 per month + pocket money.

Saturdays: for every Saturday that the employee stays to work in the kibbutz, he is entitled to an additional payment of NIS 380.

- Annual vacation days: the foreign worker is entitled to a minimum of 14 vacation days per year (depending on seniority).
- Holidays: A foreign worker is entitled to choose 9 holidays according to his religion (freedom) during the year.
- Convalescence: The foreign worker receives convalescence allowance according to law.
- Gift for the holiday: on Rosh Hashanah and Passover, the foreign worker receives a gift from the kibbutz.

Inbal Adler, Coordinator of the Third Age



## **H.R. Management Meeting Summary - 25.2.2024**

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

**Updating the salary policy of the kibbutz**

In 2020, a salary policy was written, that was based on the TCM salary policy, but it has not been implemented in the field in the last three years. To use it and act on it, it was decided to validate the policy, update it and approve it in the H.R. management. The salary team including Maor Persai, Erez Peleg, Shlomo Cohen and Kinneret Govrin prepared an updated proposal which was presented at the meeting.

#### **In the discussion:**

- To complete the general policy, a salary policy tailored to each branch must be prepared that is more specific and deals with the various positions that exist in the branch, years of seniority and the costs of jobs in the field in the general market.
- There is currently no organisational culture of feedback in most branches of the kibbutz. We must make sure that every manager gives formal feedback to his employees at least once a year.
- There should be a discussion in the salary team that will deal with the examination of a plan according to seniority at work.
- We are required to think about how the guidelines of the policy are conveyed to the employees.

**It was decided, unanimously, to approve the updated wage policy of the kibbutz.** The policy will be published in the H.R. folder in Kehilanel as well as distribution to the branch managers. The procedure will be implemented starting this year.

Reported by: Kinneret Govrin

## **Situations Vacant**

### **Shop assistant for the Kolbo.**

Six days a week

Apply to Kinneret H.R. - by **14.3.24.**

### **2. Field Worker for the Third Age**

Part Time Job (50%)

Apply to Kinneret H.R. - by **8.3.24.**

### **3. Factory C.E.O. TELDOR**

Apply to Kinneret



#### **4. Wanted: CEO of Capro**

Capro company is engaged in the production, development, and marketing of measuring tools, mainly for the construction market. Its leading products are water levels and laser marking devices. The company has three production sites - one in Kibbutz Kadarim and two in China.

The company has about 85 employees in Israel and about 200 employees in China. The sales volume of the company is about 30 million dollars, and the company is profitable with a positive flow and stability.

Full-time job

Flexibility in mobility is required, including multiple trips abroad.

Enquiries: to Kinneret by e-mail [hr@yizrael.com](mailto:hr@yizrael.com) or in person. until 14.3.2024

### **From the Staffing Committee Desk**

Momi Cohen resigned his position as the coordinator of the Higher Education Committee.

We propose the candidacy of Sarit Laviv for a term of 4 years.

The proposed appointment will be presented at the Asefa and the election will take place by ballot vote at the meeting through kehilanet (according to the new organisational structure).

Staffing Committee - Nir Segal, Tzach Sassi, Uri Eilon, Liran Penn, Anat Friedman, Albert Rosilio and Kinneret Govrin.



## **Response to the Management Committee Minutes and to Shimon. - Assael Mor**

First, I agree with Shimon that the Community Management should submit a balanced budget without "tricks" of various kinds such as bridging loans. Regarding the continuation of the statements and the conclusions that Shimon and the committee make, I really do not agree.

The sector that currently holds the largest resources and has invested hundreds of millions of shekels in recent years is a business and holdings fund - the money came from profits and huge loans taken to purchase various businesses.

None of the officials in the kibbutz thought to change the transfer of the money to the business fund this year and balance the budget with it? What person in the world saves food from his children and buys stocks?

In recent years we have been taking out loans to buy various businesses and have a growing debt, while at the same time the level of services for members has been mercilessly cut. According to the current budget proposal, all services will be cut drastically to the extent that it will harm the health and well-being of our children and parents and the business holdings as usual... The profits accumulated in the key will continue to go through. Next step being that they will also want to cut the members' allowances.

This is not responsible conduct, the conditions in the country and in the world have changed dramatically in the last year, we need to act now and not next year.

We decided that the opening of the key will be decided upon by a simple majority, that is 149 members. It is appropriate to open the key this year and transfer from the amount intended to go to the business fund in 2024 to the community budget in order not to cut the budget dramatically. It must be remembered that the purpose of business is to make a profit for the shareholders and not to maintain an independent corporation.





## The Implications of Processed Food in our Lives - Rotem Agmon

*"Our diet is in the hands of the food industry that doesn't care about health.*

*Our health is in the hands of the health industry that doesn't pay attention to nutrition."* Wendell Berry.

We all know that our community has a significant financial deficit, and we are required to "tighten our belts".

One of the branches that needs to cut expenses is the food branch. In the last alone it was written and I quote *"reduction in food costs - unfortunately, more processed food will be used (saving labour costs and depreciation), and the use of different and more expensive raw materials will be reduced."* A message that doesn't really catch the eye and that doesn't teach us anything about the implications of such a move. I want to say that in the "best" case scenario we will not be able to tighten the real belt that is fastened around our waists. In the worst case, and expectedly, we will get sicker, our mood will deteriorate and the costs for saving food will be reflected in other places. Already today in the food branch, there is too much use of processed food (ultra-processed food). In an ideal situation processed food consumption should be very moderate.

### The advantages and disadvantages of processed food:

#### Advantages:

Cheap, convenient, and fast

#### Disadvantages:

It is not satisfying. Causes overconsumption, obesity and overweight.

Causes an increase in chronic morbidity.

Changes the microbiome (the composition of bacteria in the digestive system).

Increases inflammation in the body.

Negatively affects the mood and mind.

Causes increased morbidity and premature aging.

### **What is processed food?**

Since the dawn of history, man has been processing his food because the jaw, teeth and digestive system are not suitable for consuming food in its raw state. Man cuts, chops, preserves, dries, cooks, roasts, ferments, and uses other methods to preserve food. It can be said that except for some of the fruits, vegetables and nuts we eat, all the rest of our food is processed. At the same time, the current list mainly refers to "over" processed food (not really food).

The food industry knows how to take four main ingredients: oil from seeds, sugar, wheat or corn starch, and salt. To these are usually added: food colours, flavour enhancers and preservatives whose purpose is to turn industrialised food into tasty and cheap food with a long shelf life (also inside our digestive system). The list is endless...

From Bissli and Bamba through to ketchup, mayonnaise, the bread we consume in the dining room, the ready-made sauces that flavour our salads and much more....

Those who visit the supermarket regularly will find the freshest and least processed food on the shelves around the perimeter of the supermarket and the processed food on the shelves in the center.

**Why does processed food cause overconsumption?** Excellent food will be considered one that is rich in nutrients such as protein, vitamins, minerals, and sometimes also dietary fibre and is relatively low in calories. Such food will quickly lead to satiety and prevent unnecessary consumption of calories.

In processed food the situation is the opposite. Processed food is very rich in calories and very poor in the nutrients mentioned above. Therefore, processed food will lead to an excess consumption of calories to consume enough nutrients that the body needs.

**Increase in chronic morbidity:** processed food causes a significant increase in chronic morbidity through increased production of insulin (about this in another article). Heart disease, cancer, type 2 diabetes, dementia, Alzheimer's, colitis, erectile problems,



fertility, and more... are all metabolic diseases that result from our diet. This means that our health depends on what we choose to eat. The responsibility is on us, and we should give our opinion about what we are fed.

Processed food, as well as pesticides and overuse of antibiotics, cause a lack of good bacteria strains in our digestive system. Many varieties have disappeared, the absence of these varieties is at the basis of modern diseases such as Sibo, which is characterized by an overgrowth of bad bacteria in the digestive system and causes various disease states. Estimates are that this silent disease affects one in three people.

Science tells us that our mental state also depends to a large extent on what goes into our mouths. Sugar, found in all processed food, is a factor that encourages inflammation and contributes greatly to both physical and mental illness. Modern medicine bases a significant part of our "healing" process on pills that are given throughout life (an excellent economic model for industry). The latter treat the symptoms but not the root cause of the symptoms and have side effects in both the short and long term. The use of a carbohydrate-free (ketogenic) diet to treat various mental conditions is on the rise, more and more doctors in the mental field are adopting the diet as a tool to treat complex mental conditions.

I am not a doctor nor a nutritionist and nothing I have written constitutes any nutritional recommendation. At the same time, there is a consensus in science today that processed food is at the root of the meteoric rise in the last 50 years of chronic disease. I would like to suggest that a cut in the food branch may bear fruit in the short term, but it has far-reaching health consequences in the long term, both in physical and mental health. What we save in food we will lose in other places. Even before cuts in the food industry there was an unnecessary use of raw materials that are not suitable for human consumption. In my opinion, it would be beneficial in the long term to, instead of saving in the food branch, we invest in the food branch. We will use high-quality raw materials **and exclude those that harm us**. We will eat slowly, swear fast, and generally consume less food but of the healthy kind.

I wish all of us health and longevity.

The literary sources are kept by the author and are available to those who wish.

Rotem Agmon

**Asefa**  
**Reserve Fund Meeting**  
**and Economic Council**  
**Monday 04/03/2024**

**20:30 Asefa in Moadon + zoom + channel 900**

- Recommendation of the search team for the position of finance manager - another term for Maor Persai Barniv  
(Vote by ballot)

**20:45 Reserve Fund Meeting – in moadon**

- Approval of financial statements

**21:00 Economic Council – in moadon**

1) Investment budget 2024 (council rejected)

2) Community budget 2024 (if at the designated time there is no quorum for the opening of the council, this section will be held as an "adjourned council" half an hour later with any number of attendants.

Asefa Committee and Council

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

**The Power of Intention - part two**

Last week we talked about the power inherent in our words and thoughts (or in other words, how is your rice?) and in fact, we began to understand the source of the phrase "thought creates reality".

In truth, it is not even the thought that creates reality, but the intention behind it - the presence of intention itself can drive thought.

If so, loving intention is enough. That's it.

I will try to explain what I mean:

A few years ago, when I was sick, my youngest brother would regularly paint me pictures and create works of art to cheer me up.

Among the things I particularly remember were what he called "power sticks". These were sticks that he would decorate with colored stickers and stripes, wrap in a fake envelope made of smooth printer paper, and send them to me - so that I could place them on the dresser next to me.

And even if there were no words at all, and even if he wasn't the one who gave them to me, this small gesture, so simple, gave more power and dissolved more pain than any medicine.

So especially these days, when we all need extra strength in our pockets and hearts, this can be a small and empowering gesture.

The sticks can become a bookmark, a heart-warming gift for grandparents, be a reminder of love in mom and dad's bag or embody a power wand by the bed for a boy or girl with night terrors.

It's an amazing activity to do with children, but even if this might sound a little ridiculous - it's a simple activity to do by ourselves for ourselves.

### **What is needed?**

Popsicle sticks (can be bought at craft stores) or collect beautiful sticks from nature.

Markers and/or water paint.

Decorations - pretty stickers, colorful ribbons, glitter, and glue, etc.

### **What to do?**

Just decorate. There are no rules or regulations. The opposite is the case. **The main thing is to have a positive and loving intention.**

Choose a certain intention, just like "superpower - for example, the power of courage, the power of calmness, the power of concentration, the power of protection, the power of expression etc. so that the child, or we ourselves, will have a tangible tool, to hold in our hands when needed.



May we get to know all the forces that exist within us.

Shabbat Shalom. Gaia

## Philo-sophia - Pensioner

Well, here we go – I am now officially a burden on society. Yes, I am a pensioner. As of last Tuesday, I will cost you more and do less. Unfortunately for the rest of you, I and my elderly friends will live longer than ever before in part because of the advancements in medical science and partly because we like it here and we are in no hurry to "shuffle off this mortal coil".

My Polish grandfather thought it would be wise to under-report his age when applying for a visa to New Zealand way back in 1929. He was convinced that if he was a little younger, he would stand a better chance of being granted entry. Years later he could be heard complaining that he could have retired years ago. My grandmother, by contrast insisted that she was the youngest of five sisters and it was only because of some clerical error that she was eligible for the pension. If one did the maths, she must have been six years old when my father was born – possible but unlikely – she was as I mentioned Polish not a Houthi.

My grandmother's Moroccan sister on the other hand worked for the King (she and everyone else apparently) so she prospered on a monthly pension of one thousand Dirhams – a princely sum equal to about three hundred and sixty-three shekels – no wonder she never made Aliya.

I have downloaded a senior citizens card - it took all of five minutes and I so I can now get all sorts of discounts and special deals. When you see me shuffling into the dining room just step quietly to one side and summon up lots of patience as I ponder what cutlery I need and feel free to help me pull out the tray from the bottom of the pile (because it's the cleanest). I don't want to hear any mumbling and grumbling behind me, or I will be forced to flash my new card (just imagine it says Prime Minister's Office) – it won't end well for you. It will take me a couple of minutes to find it on my phone and those around you won't be impressed to see you harassing a poor old man.

When you see me stumbling down the road with my washing (clean or dirty) slung over shoulder, feel free to offer me a helping hand. I apologise in advance if I don't know in which direction I was going – to or from the laundry or possibly both. I'd appreciate it if you could pop into the kolbo with me, as well. My card allows me "exemption from standing in line" which means we won't be too long – assuming I can remember what I wanted to buy. If I put lipstick in my basket just quietly put it back on the shelf as I continue down the aisle.

Naturally I will continue to work – it is the Zionist way as we all know. You will probably need to remind me where you live a couple of times – it may be best to come and pick me up to ensure I make it to your place and not the neighbour

behind you. I'm getting a little old to climb up my little aluminum ladder so you may need to do that for me, but don't worry, I will advise you from down below, assuming I know why you are up the ladder... some of my electric tools are probably a little dangerous to be used by the elderly so you may have to operate them yourself. On reflection it may be best to just offer me a coffee and a biscuit when I arrive. I'll advise how best to carry out the repair from the comfort of the sofa.

I have a burning ambition to sleep with a grandmother, but the family isn't helping. I remain optimistic.

## **A Generation is Disappearing – Tsafnat Mor**

In the last few days, I thought to myself - when I was a child in the 90's in the kibbutz, almost no people died, I looked at the anniversary book, and at the end they mention the members who are no longer with us, and the number is low, strange isn't it?

But then I remind myself that we were a young kibbutz, and everyone was young, and as a child I thought that the people in the kibbutz would live forever.

I remember when the late Eliyahu Matalon passed away, and we were told at the children's house, that we should be quiet because the funeral procession will be leaving from outside the lobby, and the shock when Avner Becker died suddenly, and Rocky and Tiochke. And now, in recent years, more and more people are disappearing from our lives, the generation of our founders.

And now up there, they must have settled in the kibbutz they built, is television allowed? And a car? And life there must be simple and quiet.

A few days ago, Jules showed me a box of items he found in the archives and said it was all that was left of the man; This sentence resonated and really shook me.

I thought about the dear members who have passed on in recent years, and what they left behind... extended families some of whom spread their wings and moved to live near or far, and when they come to the kibbutz to visit, do today's children know who they are? Someone asks them who they are. And after the answer they will say - Oh, are you the one who broke into the fridge? Are you the ones who went to the parties in the valley with the tractors? Or did you reverse the old Subaru all the way home, so as not to change the mileage? Oh, those were days... You probably also got drunk on Purim and woke up with the whole kibbutz on the grass; And the house you grew up in, now there is a new

family there, creating new memories and new friendships, and at the Shabbat table during Friday dinner in the dining room there are already new neighbours, because the previous ones are no longer there.

So, tell us, how is it in the almonds? Are your neighbours nice? Certainly, quiet and calm, and no one fights for the view, there is enough for everyone. You can fly abroad as much as you want, you don't have to choose between a kibbutz trip to Sinai or a visit to the parents in your birthplace.

And now, when the kibbutz is maturing and changing its face, and your place in the various committees and positions is being filled by others, you can already rest, you don't need to count seniority anymore, or is that actually where you start counting again?

Do you get excited when a new garin arrives? Or maybe a group of exotic volunteers? And laugh at their confused Hebrew in the dining room and in the branches? And on Saturdays do they play soccer or tennis on the big lawn?

Rest in peace there, because everything is crazy here, and us? We will look after the kibbutz and remember you always.

## **Basketball Tournament for Everyone**

**Saturday 2.3.2024**

**11:30 at the basketball court**

Sign up today individually or in advance in groups of three, in Kehilanet or on the bulletin board.

and we will assign you to a team,

Good luck to all of us!!



## Delving into the Archives

### How did we meet?

In honor of Tu B"av, which falls on Wednesday this week, which is the festival of love, I asked some couples to tell us, how did they meet?

Avinoam and Pnina Omer - married 46 years.

**Avinoam:** Pnina was my neighbour (in the hut, where the dining room stands today). One day I was sick, and she brought me food.

From: "B'Yizrael" number 1238, 11.8.2006



## The Opening of the Gym in the Rugby Complex for Training

We are proud and happy to announce to the general public, the opening of the gym in the rugby club, this coming Sunday, March 3, 2024,

The gym, along with the complex of changing rooms, showers and toilets, was built with the funding of the Ministry of Sports and the assistance of the regional council.

The gym will be open every day of the week except Saturday according to the table below, with the opening hours divided into 3:

- Hours when group training sessions are held by different (external) trainers for different groups of trainees (children, teenagers, adults, etc.). Registration for these training sessions is done through an organised application where you sign a health declaration, purchase a subscription and insurance and then sign up for it. To help people get in shape, we invite everyone to a trial workout, free of charge! To register for trial training - 0524265377 Eran Sapir.

Also, we are starting a special price for the first two months, the price includes unlimited usage for NIS 250 per month.

The group training sessions are also open to Maytronics, but we are limited in terms of the number of participants in each training session (usually up to 12-14 trainees per training session).

The group training is highly recommended because it allows the trainee to undergo a professional training experience that is individualised and planned. This improves the results of the training and reduces the chance of injuries that are usually caused by inappropriate training.

- Hours when the gym is open for independent training. During these hours there will be an instructor present on site, but the training is carried out independently. Signing up for a subscription to independent training in the gym is done through the rugby club.

- Hours when the gym is used by a group from the rugby club so that we strengthen our muscles and continue to win!

The gym was designed so that most of the area is open in a way that allows for a wide variety of training. Anyone interested in starting a training group of a certain type at a certain time is welcome to contact us.



The group training hours and the opening hours will be adjusted according to the actual demand and the responsiveness of the public. For any question or request, please contact Idan Zelas or Amir Beutler.

Reported by: Idan Zelas

The schedule of training hours in the gym is in the Alon.

All welcome - members of Yizrael, children, young generation, families, adults and veterans, and our regular guests (the evacuees)



## **A Multi-route Trip for all Ages Ramot Menashe Park and Megido Trail on Saturday 16.3.2024**

**The trip will be divided into four routes:**

**1. A short walking route leaving at 08:00 - 4 km** - Nahal Gahar from Kibbutz Ein Shofet to Ein Gahar - a route that is all downhill, close to the flowing Nahal Gahar, a shady and magical route.

**2. A long hiking trail leaving at 07:30 - 7-8 km from Kibbutz Galed through Ein Nili to Raz Falls** - a trail with spectacular flowers and a very easy walk in a beautiful area that is much less known. It ends near Nahal Raz, where we can dip our feet. Attention! There is a river crossing - you should also bring Shoresh sandals.

For both tracks, you should bring walking shoes that are suitable for mud.

**3. Bicycle route - departure at 07:30 - about 12 km from Kibbutz Galed to the meeting place in the Menashe forests.** The route is in the field and adapted to those who are skilled cycling in fields. Real great fun with a crazy view!

It is mandatory to bring - a good bicycle suitable for off-road riding, a helmet, water, and shoes.

**4. Car trip for veterans** - departure at 09:30 drive to the Wilfrid Israel Museum in Kibbutz Hazorea and from there drive to the meeting place in the Menashe woods.

The four routes will meet in the Sower Forest located at the top of Ramot Menashe Park around 12:30 for a communal picnic. We will spend time together with a hot soup, a coffee corner and cake and our traditional pita bread in a Tabun.

Departure for home at 14:00

N.B.! Children up to the age of 18 come accompanied by their parents only and are not allowed to go on the various routes without a responsible adult.

Sign up in Kehilanet or on the bulletin board according to the different routes.

Cost per participant - NIS 50

Clarification: The trip is defined 0-100 but is not financed. The trip is from the Sportiyulim budget only and therefore includes a nominal charge. Our budget is limited...

It will be fun! Sportiyulim

### **English is Fun - with Rahel**

Single words that have two contradictory meanings (they are their own opposites) are known as contranymy, and they are quite rare.

Here are ten of them.

**APOLOGY:** a statement of contrition for an action, or a defense of one.

**BOLT:** to secure, or to flee

**BOUND:** heading to a destination, or restrained from movement

**CLEAVE:** to adhere, or to separate

**DUST:** to add fine particles, or to remove them

FAST: quick, or stuck or made stable

LEFT: remained, or departed

PEER: a person of the nobility, or an equal

SANCTION: to approve, or to boycott

WEATHER: to withstand, or to wear away

## **RANDOM ORIGINS**

### **THE TELEPHONE BOOTH**

Alexander Graham Bell invented the telephone, but it was his assistant, Thomas Watson (“Come here, Mr. Watson”) who invented the phone booth. The reason: his landlady complained that he made too much noise shouting into the phone during his calls. Watson remedied the situation by throwing blankets over some furniture and climbing underneath whenever he needed to make a call; by 1883 he had upgraded to an enclosed wooden booth with a domed top, screened windows, a writing desk, and even a ventilator.

### **THE SLOT MACHINE**

Other types of gambling machines date back as far as the 1890’s, but the first one to really catch on was a vending machine for chewing gum introduced in 1910. Their machine dispensed three flavours of gum – cherry, orange and plum, depending on which fruits appeared on three randomly spinning wheels. If three bars reading “1910 Fruit Gum” appeared on a row, the machine gave extra gum; if a lemon appeared in a row, the machine gave no gum at all (which is why ‘lemon’ came to mean something unsatisfactory or defective.) You can’t get gum in a slot machine anymore – the 1910 Fruit Gum Machine was so popular that the company converted them to cash payouts – but the same fruit symbols are still used in slot machines today.

**In the 1500s, England’s Queen Elizabeth I outlawed wife beating after 10 p.m.**

The Earth is 100 million years older than the moon.

The world's most popular car colour is red.

Brain food: You can think 625 thoughts on the caloric energy in one Cheerio.

*The biggest pumpkin ever recorded weighed 884 pounds.*

The human brain can hold 500 times the info found in a set of the Encyclopedia Britannica.

..... more next week



**Credits:** Translated and edited by: Eddie Solow

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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!!!



**Programme for 03/03/24 – 07/03/24.**

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

**Sunday 03/03**

Opening the week with Monica.

09:10 Zoom Lecture – Seeing the world – Naphtali Hilger - Indonesia

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

**Monday 04/03**

Tiyul to Emek HaShalom – no walking / easy walk for those who wish.

18:15 Musical Experience No. 4 with Stas Gavrillov

**Tuesday 05/03**

09:30 Trivia and thinking games with Galia Shemi

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

**Wednesday 06/03**

09:30 Lecture – Rochele Matalon – “Humanisation of Animals”

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

**Thursday 07/03**

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’an