



2027 Juhtkond Information Pack



<http://Sõrve.org.au/>

Facebook: [Sõrve Summer Camp](#)

**All Expressions of Interest (EOI) must be received by 31st May 2026
(Late applications will not be considered)
Any enquiries/questions please contact; admin@sorve.org.au**



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What is Sõrve?

Sõrve is the name given to the annual Estonian children's summer camp conducted each January at Point Wolstoncroft Sport and Recreation Centre.

The camp is organised by Sydney Estonian Parents and Friends Association Inc. - *Sõrve Sõbrad* - a community funded, not-for-profit volunteer organisation that is a member of *Austraalia Eesti Seltside Liit (AESL)*. It is guided by a constitution and requires annual membership.

Glossary of Terms

- *A Grupp* - Children from 13 - 18 years of age
- ALO - Adult Liaison Officer
- *B Grupp* - Children from 8-12 years of age
- *C Grupp* - Children from 4-8 years of age
- *Eesti keel* - Estonian language
- *Eesti Maja* - Estonian House (Sydney)
- *Esmaabi Juht* - Head First Aid Leader
- *Executive Team* - Made up of *Laagrijuht*, *Laagriabijuht*, *Komandant*, *Kultuurijuht* and *Tegevusjuht*
- *Elanik/elanikud* - Child/children attending Sõrve
- *F Grupp* - Children from 0-4 years of age
- *Juht/juhid* - Leader/leaders
- *Juhtkond* - Leadership group of volunteers who run Sõrve
- *Juhtide koosolek* - Leader's meeting
- *Käsitöö* - Craft
- *Keelekott* - 'Language bag' - Estonian words into general day to day vocabulary/usage during camp
- *Komandant* - Commander
- *Kultuurijuht* - Culture leader
- *Laagriabijuht* - Assistant camp leader
- *Laagrivanem* - The camp elder, invited into the role by the Committee
- *Laagrijuht* - The camp leader
- *Laulmine* - Singing
- *Lipuheiskamine* - Flag raising (each morning before activities)
- *Lipulangetamine* - Flag lowering (at the end of the week)
- *Lõke* - Campfire
- PLO - Parent Liaison Officer
- *Rahvariided* - Estonian traditional folk costumes
- *Rahvatants* - Folk dancing
- *Söögisaal* - Dining hall
- Sport & Rec - Refers to staff members of Point Wolstoncroft, not associated with Sõrve, using a legacy name for the organisation



- *Sõrve Sõbrad* (the committee) - A community funded, not for profit volunteer organisation
- *Sõprusring* - Friendship circle (where a song is sung each evening)
- *Sõrve Sosin* - Newsletter that is developed for each day during the camp
- *Sõrve TV* - Videos recorded and compiled during camp showcasing highlights
- *Suur Mäng* - A "Big Game" usually consisting of different checkpoints based around a theme, which is usually kept secret until the day of the game. Traditionally organised as an evening activity, which involves the entire camp
- *Tare* - Hut or cabin (both the physical building as well as the collective members of that hut)
- *Tare hüüd* - Hut anthem/hut chant/song (created by each hut, traditionally sung during inspection and before their performances at a camp fire)
- *Tegevusjuht* - Roster Leader for all activities
- *Ujumine* - Swimming
- *Ülevaatus* - Daily inspection of huts
- *Vimplid* - Pennants given out at the end of the week to each attendee

History

The first Estonian children's camp was held at Narrabeen Lakes National Fitness Camp (1953-56), followed by Myuna Bay National Fitness Camp (1957-58) at Lake Macquarie, then the YMCA Sturt Island Camp in Canberra (1959-60) until finally relocating in 1962 to the Point Wolstoncroft site where it became known as *Sõrve*. The name was given after the similarities of location between the Australian location and *Sõrve* peninsular in Saaremaa, Estonia. It is recognised by NSW Office of Sport as being the longest consecutive running camp at the Point Wolstoncroft facility.

Constitutional Objectives

The Constitutional Objects of the association are to:

- (a) Maintain and promote Estonian culture, language, customs, traditions and community amongst young people of an Estonian background in Australia;
- (b) Develop social, organising, leadership and teamwork skills amongst young people of an Estonian background in Australia;
- (c) Identify and train future potential leaders of the Estonian community in Australia;
- (d) Create an environment for families to participate in the Estonian community, cultural and sporting activities;
- (e) Encourage the promotion of good citizenship and the values of tolerance and cultural diversity;
- (f) Organise an annual summer camp for young people of an Estonian background in Australia, which camp shall be known as "*Sõrve*"



(g) Undertake any activities consistent with the above objects.

What Sõrve offers

Sõrve is primarily organised as a children's camp with ages ranging from 8 years to 18 years who attend unaccompanied and are looked after by the *juhid*. However, the number of families with children younger than seven years continues to increase creating the need for a separate programme catered to their needs. There is also a large number of holidaying adults who participate in some activities but will also arrange their own program.

With this range of participants in mind the aim is to provide:

- A camp that is steeped in Estonian traditions
- An environment that preserves and develops strong friendships and creates a sense of uniqueness and belonging
- A camp that caters to a wide age range of participants
- A safe, healthy and accident-free environment
- A camp that has a strong, cohesive leadership structure
- An environment that fosters a willingness and desire to contribute to the Estonian community in Australia
- A strong focus on the needs of children
- An opportunity for young adults to develop leadership skills
- A working partnership with juhid, parents and care givers
- A camp that produces happy, satisfied and tired participants

Sõrve Sõbrad

Sõrve Sõbrad is responsible for the overall management of the camp including such things as negotiation with NSW Office of Sport regarding bookings and registrations, compulsory insurances, compliance with Government regulations, application for grants and community support, registrations, merchandise, media and fundraising.

Sõrve Sõbrad is elected each year at the Annual General Meeting (AGM) and consists of nine people. There can be up to two co-opted members who are invited to join the Sõrve Sõbrad for specific tasks. It is expected that there will be a representative from the Juhtkond for one of these positions.

One undertaking of the Sõrve Sõbrad is the appointment of suitable people to fill the positions of the Executive Team responsible for planning and running of the week long Sõrve camp.



Specialist Roles and Descriptions

The following pages outline specific roles and descriptions for Sõrve.

Responsibilities for all leadership roles include

- Abide by the code of conduct
- Abide by the Sõrve [Risk Management Plan](#)
- Ensure any objectives set by Sõrve Sõbrad (as outlined in the Handbook) are followed
- Secure Working With Children's Check (or equivalent)
- Ensure guidelines set by Office of Sport Staff are followed
- Assist in ensuring Sõrve runs safely and smoothly
- Help maintain a positive, respectful and safe camp culture

Note: As *Sõrve* is a not-for-profit organisation there will be no financial remuneration for leaders. However, those who hold the roles will be recognised in the Estonian community in Australia.

Laagrijuht - Camp Leader

The *Sõrve Laagrijuht* is ultimately responsible for planning and day to day running of the camp through leading and directing the Juhtkond throughout the year in the leadup to each *Sõrve*.

Selection Process

Expressions of Interest (EOI) for the role of *Laagrijuht* will be advertised by *Sõrve Sõbrad* annually prior to the AGM. The successful applicant will be appointed by *Sõrve Sõbrad*, with the Expression of Interest reviewed by three (3) independent community members who will provide their perspective on all applicants, prior to the committee's final decision.

The successful applicant will require the following minimum qualities:

- Proven leadership experience
- Involvement in the wider Estonian community
- Be an innovator and show a willingness to introduce new ideas
- A mentor and confidant for all *juhid*, especially younger *juhid*
- Confident decision maker
- Have a knowledge of *Sõrve* history and traditions along with a broader knowledge of Estonian heritage
- Be available to plan and attend several meetings throughout the year
- Be over the age of 25 or have had at least 5 years experience as a *juht*
- Have a level of confidence with spoken Estonian
- Have the ability to give uninterrupted attention to the running of the camp

Preferred Qualities

- Happy to speak to their level of Eesti keel publicly
- Has an understanding of *Sõrve* history and tradition



For the duration of *Sõrve*, the successful applicant will be responsible for the entertainment, wellbeing and direction of the Estonian children's summer camp with participants ranging in age from preschool to eighteen years. The *Laagrijuht* will lead a team of *juhid*, providing guidance and mentorship both in the lead-up to *Sõrve* and throughout the camp week. They will have a strong understanding of all camp-related matters, take on the responsibilities outlined below, and, when needed, make thoughtful decisions in the best interests of *Sõrve* and its reputation.

The *Laagrijuht* will need to possess the ability to mediate with a firm but fair approach to discipline and at times monitor and make informed decisions on an individual's suitability to stay at *Sõrve*.

Role Responsibilities

- Put in place a planning program for the January camp
- Help with the selection of *juhid* and ensure that they are fully aware of their role and responsibilities
- Ensure the planned activity schedule is executed
- Liaise with all stakeholders including committee, parents, adults and sport and rec staff,
- Investigate and record any incidents occurring during the camp e.g. medical incidents or behavioural concerns
- Be actively involved in fundraising projects
- Program and conduct meetings with the *juhtkond* throughout the year and nightly meetings at *Sõrve*
- Attend parent orientation
- The oversight and organisation of *Ülevaatus*
- Running of and announcements at *Lipuheiskamine* (daily) and *Lipulangetamine* (last day)
- Organisation and running of the opening and closing *lõke*
- Lead *sõprusring* if *Laagrivanem* is not available
- Be the primary point of contact for all groups at *Sõrve*
- Instills the Code of Conduct
- Keep a strong and visual presence and be approachable throughout *Sõrve*
- Monitors attendee behaviour to make informed decisions on an individual's suitability to stay at camp
- Mentors all *juhid*

Laagribijuht - Camp Assistant Leader

The *Laagribijuht* works closely with the *Laagrijuht* to support the planning, leadership and daily operation of *Sõrve*. This role is designed as a mentored leadership pathway, giving them hands-on experience in decision-making, people management and camp governance while



ensuring continuity and resilience within the camp *Juhtkond*.

This role ensures Sõrve always has two strong, capable leaders at the heart of camp — one leading and one learning — protecting the future of Sõrve while giving emerging leaders a clear pathway forward. The role of *Laagriabijuht* does not need to be filled every year. If there are no applicants, one may be invited by the *Sõrve Sõbrad* Committee after consultation with the *Laagrijuht*. If a suitable candidate is not identified through the selection process, the role may be fulfilled by the *Komandant* to ensure continuity.

The *Laagriabijuht* acts as the second-in-command and must be ready to assume the full responsibilities of *Laagrijuht* should the need arise.

The *Laagriabijuht* provides leadership, stability and operational support throughout *Sõrve*, ensuring the camp runs safely, smoothly and in accordance with the objectives set by the *Sõrve Sõbrad* Committee. They support and advise the *Laagrijuht*, mentor *juhid*, assist with discipline and welfare, and help maintain the strong cultural and community focus of *Sõrve*.

Preferred Qualities

- Happy to speak to their level of Eesti keel publicly
- Strong organisational and communication skills

Selection Process

Expressions of Interest (EOI) for the role of *Laagriabijuht* will be advertised by *Sõrve Sõbrad* annually prior to the AGM. The successful applicant will be chosen by *Sõrve Sõbrad*, with the support of the *Laagrijuht*.

Role Responsibilities

- Support the *Laagrijuht* to ensure *Sõrve* runs safely and smoothly
- Monitor camp wellbeing and help identify emerging issues
- Assist with conflict resolution between *elanikud* and *juhid*
- Participate in decision-making and problem-solving
- Report directly to the *Laagrijuht*
- Support the *Laagrijuht* with administration, coordination and leadership
- Act in the best interests and reputation of *Sõrve* at all times
- Assist with *Ülevaatus* organisation
- Support hut leaders with planning, behaviour management and discipline
- Maintain a strong, visible and approachable leadership presence



- Step into the role of *Laagrijuht* if required, fully complying with the *Laagrijuht* job description
- Support the mentoring of *juhid*, especially emerging leaders
- Sound judgement and calm leadership under pressure
- Strong conflict resolution and mediation skills
- Respect for *Sõrve* traditions, culture and values
- Willingness to learn, be mentored and take on increasing responsibility
- Is approachable, fair and consistent

Komandant - Commander/Time Schedule and Meals

The *Komandant* reports to the *Laagrijuht*, and there is an expectation that the holder of the position has a detailed knowledge of all happenings during camp and provide the *Laagrijuht* with everyday support as a member of the Executive Team. Consideration will be given to ensuring that there is a good team dynamic developing between the executive roles. It is not expected that the *Komandant* will be responsible for looking after *elenikud* on a day-to-day basis but they may be required to, depending on *juhid* and *elanikud* numbers.

Preferred Qualities

- Happy to speak to their level of *Eesti keel* publicly
- Has an understanding of *Sõrve* history and traditions

Selection Process

Expressions of Interest (EOI) for the role of *Komandant* will be advertised by *Sõrve Sõbrad* annually prior to the AGM. The successful applicant will be chosen by *Sõrve Sõbrad*, with the support of the *Laagrijuht*.

Role Responsibilities

- Ensure the planned activity schedule is executed - from a timing perspective
- Reports to *Laagrijuht*
- Manage all mealtime activities in the *söögisaal* including seating, cleaning up, announcements, lost property, celebrations etc
- Blow the morning wake up whistle, mealtime whistles and other important whistles throughout the day
- Keep a strong and visual presence throughout *Sõrve*
- Spend time daily roaming and monitoring all camp activities
- Liaise with Office of Sport staff when required, especially in the *söögisaal* and for daily maintenance issues
- Assist *tare juhid* in planning and discipline



- Can resolve conflict
- Ensure SLAP (*Sõrve* Leadership Activity Plan) forms are completed for all activities
- Help with mentoring of younger leaders
- Be actively involved in fundraising projects

Kultuurijuht – Culture Leader

The role of *Kultuurijuht* was introduced at Sõrve 2026 to formalise an overarching position to lead over the 4 branches of *Kultuur* at Sõrve - *Käsitöö*, *Laulmine*, *Rahvatants* and *Eesti keel*. Keeping with one of Sõrve's primary objectives, the *Kultuurijuht* will have the responsibility to “maintain and promote Estonian culture, language, customs, traditions and community amongst young people of an Estonian background in Australia.”

The *Kultuurijuht* will ensure that the Estonian language and culture are integrated into every aspect of camp life. They will support the *Juhtkond* to pass on Estonian language, culture, and history — including reference to present-day cultural events and practices in Estonia.

They will be responsible for coordinating cultural and language activities throughout camp and in particular implement a program that leads to the Cultural Concert on Visitors Day. It is not expected that the *Kultuurijuht* will be responsible for looking after *elenikud* on a day-to-day basis but they may be required to, depending on *juhid* and *elanikud* numbers.

Every effort will be made to fill this role each year as it plays a crucial role in maintaining the cultural objectives of our organisation.

Preferred Qualities

- Have a passion for *Sõrve* culture and history
- Fluent with or high level of *Eesti keel*
- A willingness to speak Estonian throughout camp and encourage others to do the same
- Have knowledge in cultural areas such as music, *rahvatants*, *käsitöö*, history, cooking, media, etc., to contribute to camp activities
- Have an understanding of current events and attitudes in Estonia, particularly among the younger generations
- Have an ability to plan and implement a cultural program leading to the Culture Concert on Visitor's Day
- Have existing involvement in the Estonian community

Selection Process

Expressions of Interest (EOI) for the role of *Kultuurijuht* will be advertised by *Sõrve Sõbrad* annually prior to the AGM. The successful applicant will be chosen by *Sõrve Sõbrad*, with the support of the *Laagrijuht*.



Role Responsibilities

- Encourage places, events, and activities are always referred to in Estonian (e.g. *Lõkeplats, Ülevaatus, Lippuheiskamine*)
- Work with the *Juhtkond* to ensure Estonian is used for themes and throughout camp, ensuring it is age-appropriate (e.g. *tare*)
- Provide a list of commonly used Estonian phrases as well as individual words to the *Juhtkond* with the aim that all *juhid* are familiar and confident in using them
- Support each *tare* (hut) so that every *elanik* can at least say “*Minu nimi on..., Ma olen...*”
- Ensure each *tare* has a *hüüd* in Estonian and that campers are confident in saying it
- Use every opportunity to teach, explain and encourage the use of Estonian by all *juhid* and *elanikud*
- Work with the *Laagrijuht* to select other members of the *juhtkond* to assist with the planning and execution of the cultural program during camp
- Take every opportunity to talk about Estonian customs, culture, everyday life, and related topics
- Satisfy the general requirements for membership of the *juhtkond*
- Work with the Social Media team throughout the year to help maintain *Eesti keel* with followers throughout the year

Important Note

The Kultuurijuht is not expected to speak on topics such as history, politics, or social issues unless they feel confident doing so. If these topics are addressed, it is important that discussions remain neutral.

Juht – General Leader

A *Juht* plays a key role in creating a safe, fun, and supportive camp experience for *elanikud*. As a leader, you are responsible for a small group of hut members, guiding them through daily activities, supporting their wellbeing, and helping them feel included and engaged throughout the week.

This is a hands-on role where you are actively involved in all aspects of camp life — from leading games and activities, to helping with routines like mealtimes and bedtime, and being a consistent, positive presence. You will work closely with other leaders and the *Laagrijuht* to deliver the camp program and respond to the needs of *elanikud* as they arise.

Being a *Juht* is both rewarding and demanding. It requires energy, teamwork, and a genuine commitment to supporting young people, while also helping to pass on the traditions and spirit of *Sõrve* to the next generation.



Selection Process

The number of general *juhid* appointed each year is determined by *Sõrve Sõbrad* using the projections of the Registrar. Ideally, there will be 2 *juhid* per *tare*, of children aged 8-18.

Individuals interested in being a *juht* can submit an Expression of Interest once they are advertised and must be available to attend the first *juhtkond* meeting and the weekend meeting (usually the second *juhtkond* meeting).

All EOI's will be considered by *Sõrve Sõbrad* and the *Laagrijuht* after the first *Juhtkond* meeting. The final composition of the *juhtkond* will be determined to ensure compliance with our Constitution, Risk Management Plan and insurance policy requirements.

The final *juhtkond* numbers will be confirmed before the second weekend meeting (LM2). Successful applicants will be referred to as a '*juht*' and unsuccessful applicants may be placed on a reserve list. Successful applicants who are new to the leadership team will be appointed as *Abijuht*. The *Abijuht* role is a developmental leadership position, held for a minimum of two years to ensure continuity, growth and experience within the team.

If any adjustments need to be made to numbers at a later date, additional *juhid* may be selected from a reserve list.

Selection Process

Expressions of Interest (EOI) for the role of *juht* will be advertised by *Sõrve Sõbrad* annually after the AGM. The successful applicants will be chosen by *Sõrve Sõbrad*, with the support of the *Laagrijuht*.

Eligibility Requirements

- Must be 19 years or older
- Hold a current WWCC (or equivalent)
- Be available to attend all *juhtkond* meetings
- Be available to attend *Sõrve* for the full duration of camp

Role Responsibilities

- Report to and work under the guidance of the *Laagrijuht*
- Take full responsibility for the care, supervision, and wellbeing of *elanikud*
- Support and deliver the planned activity schedule across the week
- Work collaboratively with fellow leaders to communicate, coordinate, and carry out activities effectively
- Contribute to the planning and execution of program activities during *juhtkond* meetings
- Participate in and support fundraising initiatives throughout the year
- Uphold and pass on *Sõrve* traditions, values, and culture to the next generation of *elanikud*



Personality Traits of a *Juht*

1. A genuine care for children, with a patient, kind yet firm, and fair nature
2. A strong sense of responsibility and commitment, with a willingness to be fully present and engaged at all times
3. A nurturing and attentive mindset, ensuring others feel supported, included, and get the most out of their experience
4. Proactive and communicative, with a readiness to raise concerns when something doesn't seem right
5. Creative and enthusiastic, with a natural inclination to plan and lead engaging activities
6. A collaborative and team-oriented attitude, with the ability to work well alongside others
7. Resilient and hardworking, with the capacity to maintain energy and wellbeing in a demanding environment
8. Flexible and adaptable, with initiative, resourcefulness, and imagination
9. A positive outlook and a strong sense of humour

At *Sõrve*, there are also opportunities to take on specialist roles (outside of the executive roles). These roles allow you to stretch your skills and contribute at a senior level to the community.

Other Executive Role (not listed above):

- *Tegevusjuht*: Allocates leaders according to the activity schedule and manages daily responsibilities including lifeguarding, first aid allocations and verandah watch.

Other specialist roles:

- *C-Grupp / F-Grupp Juhid*: Plans the program and activities for children under 8 years of age, integrates children with the main camp, liaises with all parents regularly.
- *Esmaabi Juht*: Head First Aid Leader. Stocktakes first aid prior to camp, restocks first aid boxes and bags at camp; and assigns medical resources to other leaders, and is the point of escalation for the Camp Doctor.
- *Sõrve Sosin*: Develops and delivers the daily newsletter, liaises with Sport and Rec for daily printing (when required).
- *Sõrve TV*: Record and produce *Sõrve TV* throughout camp to share with participants.
- *Social Media*: Supports social media campaigns throughout the year and at camp, though publishing content, can be involved in creating content, and help develop strategies if they choose to
- *Suur Mäng*: Organise and run a big game for the whole camp. This involves planning throughout the year, allocation of leaders/parents/adults and delivering the Big Game at camp.
- *Kultuurimeeskond*: Being part of the culture team with the *Kultuurijuht*. This could include *käsitöö*, *laulmine*, *rahvatants* or *Eesti keel*



Being part of the *Sõrve Juhtkond* does involve commitment and effort, and many find it a genuinely rewarding experience when they're able to invest that time and energy.

Daily Sõrve Schedule (example)

6:55 - Whistle for wake up for *elanikud*
 7:05 - Exercises followed by *ujumine* (optional)
 7:30 - Showering and cleaning huts
 7:50 - Breakfast
 8:45 - Inspection
 9:15 - Flag raising
 9:30 - Activities
 11:30 - Swimming
 12:30 - Lunch
 1:15 - Rest
 2:20 - Get ready whistle
 2:30 - Activities
 4:30 - Swimming
 5:30 - Dinner
 6:15 - Night activity prep
 7:30 - Campfire/Night activity
 9:15 - Supper and games
 9:45 - B-Grupp to huts
 10:00 - Lights out for B-Grupp
 10:15 - A-Grupp to huts
 10:30 - A-Grupp to bed
 10:35 - Nightly *juhid* meeting
 ~12:00 - Approx end time for nightly *juhid* meeting

Compulsory Meetings

The *Sõrve Laagrijuht* and *Laagriabijuht* will head the *Sõrve Juhtkond*. *Sõrve Sõbrad* recognises that the *Sõrve Juhtkond* are a unique group of people who give an enormous commitment to volunteer their time and coordinate the week's activities. Volunteer *juhid* bring to the *juhtkond* a variety of skills and experiences in a broad range of areas and *Sõrve Sõbrad* aims to utilise these individual and collective skills to the best effect.

The *Laagrijuht* will organise several information, planning and training meetings throughout the year. These sessions include safety briefings, planning of *Sõrve* camp events, team building and brainstorming sessions. At these meetings you are able to offer your own particular skills and



interest as a contribution to camp activities. A number of roles such as *Käsitööjuht*, *Tegevusjuht*, etc are determined by the *Juhtkond* during the leadership weekends.

At least one of the sessions will be held over a weekend. It is COMPULSORY for all *juhid* to attend the meetings held through the year. If a *juht* does not attend the majority of the meetings, the *Laagrijuht* in consultation with *Sõrve Sõbrad*, will reassess their suitability, taking into consideration the reasons given. A decision will then be made as to whether they can be accommodated in the *Sõrve Juhtkond*.

NOTE: *Sõrve Sõbrad* recognises a degree of flexibility in complying with the above points during their consideration for appointments.

Compulsory Working With Children's Checks Australia

In order to be a leader at *Sõrve*, you must provide a valid Working With Children's Check (WWCC) or equivalent.

Working with Children Check (WWCC) in Australia varies by state and territory, primarily known as [WWCC](#) in NSW, [WWC](#) in Victoria, as a "[Blue Card](#)" in QLD, and [Working with Vulnerable People](#) (WWVP/RWVP) registration in the ACT and Tasmania. These mandatory background checks are required to work or volunteer with children and are generally valid for 5 years.

Please provide proof of application as part of EOI (by sending to admin@sorve.org.au). If you do not have it, you will need to apply for it in order to be eligible. When applying select Volunteer, for a free check.

Find out more about working with children's checks [here](#).

Compulsory Code of Conduct

In 2011 a nominated subcommittee of members of *Sõrve Sõbrad* developed the 'Policy on Promoting Positive Behaviour at *Sõrve*'. The policy in full can be found on our website www.sorve.org.au. The policy was accepted unanimously by the committee on behalf of *Sõrve Sõbrad* and includes the following Code of Conduct:

This Code of Conduct is expected of all *juhid* and adults who work within, or visit the *Sõrve* community, recognising that they provide a positive role model at all times. *Juhid* and adults should act responsibly and exercise a "duty of care" to all members.

In order to be a leader at *Sõrve*, you must abide by this code of conduct.



It is expected that:

1. *Juhid* and Adults respect the rights, dignity and worth of themselves and others.
2. *Juhid* and Adults act with consideration and good judgement in all interpersonal relationships.
3. *Juhid* and Adults demonstrate a high degree of individual responsibility, especially when dealing with people under the age of 18; *Juhid* and Adults' words and actions are an example to other members of the community.
4. *Juhid* and Adults will not promote their own personal beliefs, behaviours and practices if they conflict with the values of *Sõrve*.
5. *Juhid* and Adults, for their own protection, should avoid unaccompanied and unobserved activities with persons less than 18 years of age. It is recognised that in certain circumstances it may be necessary for a *Juht* or Adult, whilst acting responsibly and exercising his or her "duty of care", to be alone with a youth member.
6. *Juhid* and Adults will endeavour to provide a safe environment as they manage and participate in *Sõrve* activities.
7. *Juhid* and Adults accept that bullying, physical or verbal abuse, neglect or any other type of abuse is unacceptable conduct by any member of the *Sõrve* community.
8. *Juhid* and Adults must report to the *Laagrijuht* any conduct seen or heard that does not comply with this "Code of Conduct".
9. *Juhid* and Adults are to act with professionalism and accept responsibility for their actions, including legal ramifications as set out by the NSW legal system.
10. *Juhid* and Adults agree to abide by the Child Protection (Prohibited Employment) Act 1998.
11. *Juhid* and Adults respect the right to personal privacy and confidentiality unless it poses a risk to an individual or others.
12. *Juhid* and Adults abide by *Sõrve* rules and are expected to maintain the *Sõrve* name.
13. *Juhid* support their fellow *Juhid* and uphold the commitment of being a *Sõrve* *Juht*.

If a breach of this Code of Conduct occurs, the issue will be documented and discussed in consultation with the *Laagrijuht* and representatives of *Sõrve Sõbrad* and dealt with accordingly.

Expression of Interest Forms

The application form for *Laagrijuht*, *Laagriabijuht*, *Komandant*, *Kultuurijuht* and *Juhtkond* members can be found on the website (www.sorve.org.au). They need to be completed by anyone who would like to apply for these roles for *Sõrve* 2027.

The form will assist us in compiling important information regarding the skills, attributes and involvement of the applicant within the Estonian community and will help with the planning of camp activities.

Please note, references are only a requirement for first time applicants. Best practice suggests



and in keeping with protocols from similar Estonian Children's Camps, EOI's for NEW leadership applications need to include a reference from two individuals who are not related to you, including one who does not attend *Sõrve*. Suggestions for referees could be: an *ex-Juht* of yours, a teacher, work colleague. For applications for executive roles (first time appointment), one reference is required, from within the Estonian community.

A standardised referee questionnaire is available from the website and is considered to be a part of the application process. The form needs to be given to people who can provide an independent view of an applicant's capacity and capability to be considered for a role at *Sõrve*. These forms should be returned to admin@sorve.org.au

Other Roles Available to Adults at *Sõrve*

Sõrve Sõbrad is a volunteer organisation and like all similar organisations positive input and experience is welcomed. As there are a limited number of positions available in the *Sõrve Juhtkond*, we are very keen to ensure that those who are unsuccessful but still interested and passionate about being a *juht* can be offered other ways to contribute. These roles include:

- Volunteering to produce *Sõrve Sosin* or *Sõrve TV*, the camp newsletter and other media activities - paying a subsidised camp fee, abiding by the Code of Conduct and part of the extended *juhtkond*.
- Attending as a young adult camper - abiding by the Code of Conduct but not part of the *juhtkond* - assisting with specific activities such as the infants programs, language classes, music, craft etc. as required.

Young Adults

Sõrve Sõbrad is interested in developing a program to suit younger independent adults not attending in a parent or *juht* role. Activities offered as part of the adult program have included Sport and Recreation instructor sports (canoeing, sailing, archery, archery tag etc), Estonian films, sports such as boules, volleyball, Finnska and tennis. If you are interested in helping with organising or have suggestions in regard to this younger adult program, please contact us.

NOTE: Those who have just completed camp as an *elanik* and want to return are encouraged to have the next year at *Sõrve* as a 'gap year' before applying for the role in the *juhtkond*. Refer to Selection Process page 12. Alternatively, if you have just finished school and wish to have the experience of being a camper for one more year and agree to abide by the Code of Conduct for campers, then this may also be an option for you.



Fundraising

Sõrve Sõbrad is a community funded, not for profit, volunteer organisation. Fees charged do not cover all costs involved in putting on *Sõrve* - insurances, first time and third child discounts, instructor sports fees, craft and activity expenses, *vimplid* production etc.

Sõrve acknowledges the contribution that the *juhtkond* makes to ensure a successful camp by subsidising their camp fees. In order to continue to have a financially successful camp, *juhid* are asked to participate wherever possible in the yearly fundraising events that assist in the recovery of these expenses. They are also asked to attend *Sõrve* related and organised functions outside of camp. This can include organising an event, taking part in organised events or identifying others to donate prizes/gifts/money. Interstate *juhid* are encouraged to organise events in their state and donate some of their profits to *Sõrve Sõbrad*.

Return of EOI:

All Juhid Expressions of Interest (EOI) must be received by **5pm Sunday 31 May 2026**.

(Late applications will not be considered)

Any enquiries/questions please contact; admin@sorve.org.au