



## 2027 Juhtkond Information Pack



<http://Sõrve.org.au/>

Facebook: [Sõrve Summer Camp](#)

**All Expressions of Interest (EOI) must be received by  
5pm Sunday 8th March 2026  
For Executive Positions  
(Late applications will not be considered)  
Juhid EOI will be distributed after the 2026 AGM  
Email to [admin@sorve.org.au](mailto:admin@sorve.org.au)  
Any enquiries/questions please contact; [admin@sorve.org.au](mailto:admin@sorve.org.au)**



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**Contents**

What is Sõrve?..... 2

History..... 3

Constitutional Objectives..... 3

Sõrve Sõbrad..... 3

What Sõrve offers..... 4

Executive Team..... 4

Laagrijuht - Camp Leader..... 5

    Job Description..... 6

Laagriabijuht - Camp Assistant Leader..... 7

    Job Description..... 7

Komandant (Commander/Time Schedule and Meals)..... 9

    Job Description..... 9

Kulturijuht – Culture Leader..... 10

    Job Description..... 10

Juhid – General Leader..... 11

Compulsory Meetings..... 13

Expression of Interest Forms..... 14

Other Roles Available to Adults at Sõrve..... 15

    Young Adults..... 15

    Fundraising..... 16

Code of Conduct..... 16



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### What is Sõrve?

Sõrve is the name given to the annual Estonian Children's Summer Camp conducted each January at the Office of Sport recreation campsite at Point Wolstoncroft NSW.

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 Selts Liit* (AESL). It is guided by a constitution and requires annual membership.

### History

The first Estonian children's camp was held in 1953 at Narrabeen Sport and Recreation camp, followed by Myuna Bay NSW, Canberra and then finally in 1962 it moved to the Point Wolstoncroft site where it became known as *Sõrve*. It is recognised by NSW Office of Sport as being the longest running consecutive camp at their 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 this camp shall be known as "Sõrve"
- (g) Undertake any activities consistent with the above objects.

### 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.



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Sõrve Sõbrad is elected each year at the Annual General Meeting 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.

A key 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. These positions include four (4) roles: Laagrijuht (Camp Leader), Laargiabijuht (Assistant Camp Assistant Leader), Kommandant (Commander/Time Schedule and Meals) and Kultuurijuht (Culture Leader).

### 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 (leaders). 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
- Is a working partnership with juhid, parents and care givers
- A camp that produces happy, satisfied and tired participants

### Executive Team

The Juhtkond (leadership group) is headed by a four (4) member Executive Team consisting of the Laagrijuht, Laargiabijuht, Kommandant and Kultuurijuht. These roles are filled after



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Expressions of Interest are called for with the successful applicants having been announced prior to the AGM.

### Laagrijuht - Camp Leader

Sõrve Sõbrad and two (2) to four (4) independent members form the Selection Panel for the position of Laagrijuht, for Sõrve 2027. The successful applicant will be advised before the Sõrve 2026 AGM (which will be held on Sunday 22 March 2026 in Sydney).

The Sõrve Laagrijuht is ultimately responsible for planning and day to day running of the camp. As Sõrve is a not-for-profit organisation there will be no financial re-numeration. However, those who hold the role will be recognised as a leader in the Estonian community in Australia. The role can be held by either a male or female. 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 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

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 be responsible for a team of leaders who they will need to mentor in their role. They will need to understand and be on top of all camp related issues, undertake all the activities listed below and where necessary be able to make decisions that are in the best interests and reputation of Sõrve.

The Laagrijuht needs to have a strong visual presence but at the same time be approachable. They 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.



## Job Description

### POSITION

Laagrijuht  
(Camp  
Leader)

### RESPONSIBILITIES

- Abide by the code of conduct
- Abide by the Sõrve Risk Management Plan
- Ensure Objectives set by Sõrve Sõbrad are followed
- 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 Sõrve runs safely and smoothly
- Ensure the planned activity schedule is executed
- Liaise with all stakeholders including parents who have put their children in your care
- Investigate and record any incidents occurring during the camp
- Ensure guidelines set by Sport & Rec. Staff are followed
- Be actively involved in fundraising projects
- Liaise with ALO, Sõrve Sõbrad and Sport & Rec. staff
- Program and conduct meetings
- Attend parent orientation
- Ülevaatus tally
- Running of Lipuheiskamine and Lipulangatamine
- Announce daily activities at Lipuheiskamine
- Organisation and running of the opening and closing lõke
- Lead sõprus ring if no Laagrivanem available
- Be the “go to” person – meaning they are aware of the issues arising in Sõrve
- Needs to be the head disciplinary force and/or mediator under the ‘Policy on Promoting Positive Behaviour at Sõrve’
- Keep a strong and visual presence throughout Sõrve
- Monitor the strike register and make informed decisions on an individuals’ suitability to stay at camp
- Mentor all juhid
- Resolve conflict

### PREFERRED QUALITIES

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



### Laagriabijuht - Camp Assistant Leader

The Laagriabijuht 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 the Laagriabijuht 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 Laagriabijuht acts as the second-in-command and must be ready to assume the full responsibilities of Laagrijuht should the need arise. If a suitable candidate is not identified through the selection process, the role may be fulfilled by the Komandant to ensure juhtkond continuity.

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

### Job Description

POSITION	RESPONSIBILITIES
Laagriabijuht (Camp Assistant Leader)	<ul style="list-style-type: none"> <li>Abide by the juhid Code of Conduct</li> <li>Support the Laagrijuht to ensure Sõrve runs safely and smoothly</li> <li>Ensure objectives set by Sõrve Sõbrad (as outlined in the Handbook) are followed</li> <li>Help ensure the planned activity schedule is executed</li> <li>Monitor camp wellbeing and help identify emerging issues</li> <li>Assist with conflict resolution between campers and juhid</li> <li>Ensure Sport &amp; Recreation guidelines are followed at all times</li> <li>Report directly to the Laagrijuht</li> <li>Support the Laagrijuht with administration, coordination and leadership</li> <li>Act in the best interests and reputation of Sõrve at all times</li> <li>Assist with Ülevaatus tally</li> <li>Support hut leaders with planning, behaviour management and discipline</li> <li>Maintain a strong, visible and approachable leadership presence</li> <li>Step into the role of Laagrijuht if required, fully complying with the Laagrijuht job description</li> </ul>



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- Participate in decision-making and problem-solving
  - Help maintain a positive, respectful and safe camp culture
  - Support the mentoring of juhid, especially emerging leaders

**PREFERRED QUALITIES**

- Happy to speak to their level of Eesti keel publicly
- Strong conflict resolution and mediation skills
- Sound judgement and calm leadership under pressure
- Respect for Sõrve traditions, culture and values
- Willingness to learn, be mentored and take on increasing responsibility
- Approachability, fairness and consistency
- Strong organisational and communication skills



### Komandant (Commander/Time Schedule and Meals)

The Komandant is answerable to the Laagrijuht. This secondary role is equally as important as there is an expectation that the holder has a detailed knowledge of all happenings during camp and provide the Laagrijuht with everyday support. Consideration will be given to ensuring that there is a good team dynamic developing between the executive roles.

#### Job Description

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| <p><b>Komandant<br/>(Commander<br/>/Time<br/>Schedule<br/>and Meals)</b></p> | <ul style="list-style-type: none"> <li>● Abide by the code of conduct</li> <li>● Abide by the Sõrve Risk Management Plan</li> <li>● Assist in ensuring Sõrve runs safely and smoothly</li> <li>● Ensure Objectives set by Sõrve Sõbrad (as in handbook) are followed</li> <li>● Ensure the planned activity schedule is executed</li> <li>● Ensure guidelines set by Office of Sport Staff are followed</li> <li>● Report to Laagrijuht</li> <li>● Be actively involved in fundraising projects</li> </ul> | <ul style="list-style-type: none"> <li>● Manage all mealtime activities in the sõiõgisaal including seating, cleaning up, announcements, lost property, celebrations etc</li> <li>● Blow the morning wake up whistle, mealtime whistles and other important whistles throughout the day</li> <li>● Keep a strong and visual presence throughout Sõrve</li> <li>● Spend time daily roaming and monitoring all camp activities</li> <li>● Liaise with Office of Sport staff when required</li> <li>● Assist hut juhid in planning and discipline</li> <li>● Can resolve conflict</li> <li>● Ensure SLAP (Sõrve, Leadership, Activity, Plan) forms are completed for all activities</li> <li>● Help with mentoring of younger leaders</li> </ul> |
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#### PREFERRED QUALITIES

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



## Kultuurijuht – Culture Leader

The role of Kultuurijuht was introduced at Sõrve 2026 after members of Sõrve Sõbrad participated in the International Forum, hosted by the Ministry of Foreign Affairs and ESTO2025 in Tallinn, Estonia. The forum emphasised the importance of preserving the Estonian language and maintaining cultural traditions across all activities within the Estonian diaspora.

In keeping with the Sõrve Objective 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 events and attitudes 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.

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.

### 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.

### Job Description

#### Kultuurijuht (Culture Leader)

- Ensure 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 laager,
- Ensure each tare has a hüüd (hut anthem) in Estonian and that residents are confident in saying it
- Use every opportunity to teach, explain and encourage the use of Estonian by all juhüd and elanikud
- Work with the Laagrijuht to select other members of the Juhtkond to assist with the



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| <p>ensuring it is age-appropriate (e.g. tare nimed)</p> <ul style="list-style-type: none"><li>● Provide a list of commonly used Estonian words to the Juhtkond with the aim that all juhid are familiar and confident in using them</li><li>● Support each tare (hut) so that every elanik can at least say "Minu nimi on..., Ma olen..."</li></ul> | <p>planning and execution of the cultural program during camp</p> <ul style="list-style-type: none"><li>● Take every opportunity to talk about Estonian customs, culture, everyday life, and related topics</li><li>● Satisfy the general requirements for membership of the Juhtkond</li></ul> |
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### 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

### 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.*



## Juhid – General Leader

Juhid who form the Juhtkond can be either male and female. They should be over the age of 19 and passionate about Sõrve and its history, love being with children and giving back to the Estonian community. The number of general juhid appointed each year is determined by Sõrve Sõbrad using the projections of the Registrar.

Individuals interested in being a juht can submit an Expressions of Interest once they are advertised and must be available to attend the first 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 juhtkond weekend meeting (LM2). Successful applicants will be referred to as a 'juht' and unsuccessful applicants will be placed on a reserve list. Successful applicants who are new to the leadership team will be appointed as **Abijuhid**. 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. Should an abijuht position become available it will be filled by an equitable draw i.e. name drawn from a hat.

## Juhid Job Description and Requirements

- Must be 19 years or older
- Is able to attend juhtkond meetings and attend Sõrve full time
- Can provide a current WWCC number (or equivalent)
- Abide by the code of conduct
- Abide by the Sõrve Risk Management Plan
- Ensure objectives set by Sõrve Sõbrad are followed
- Assist in ensuring Sõrve runs safely and smoothly
- Have full time responsibility of children
- Ensure the planned activity schedule is executed
- Ensure guidelines set by Office of Sport Staff are followed
- A willingness to be actively involved in fundraising events
- Answerable to the laagrijuht



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### Personality Traits of a Juht:

1. Someone who can pass on the Sõrve flame to the next generation of elanikud
2. A love for children, with a capacity to be patient, kind yet firm, fair, responsible and genuinely concerned with all attendees
3. A person prepared to be on the job and on call every minute of the day and night: working, playing, eating and living with elanikud 24 hours a day for seven full days
4. A person happy to be responsible for a group of tare (hut) members: ensuring they keep their tared clean, get to activities on time, eat and sleep properly. You see they get the most out of their Sõrve experience
5. Someone who is quick to report any emotional, behavioural or medical problems to the laagrijuht
6. Someone who is expected to plan activities for your hut, including skits, games during quiet times, hikes etc.
7. Someone who attends all Juhtkond meetings, contributes to the planning and execution of all activities across the week
8. The ability to feel comfortable and work as a team with others
9. A strong sense of responsibility
10. A capacity to work hard and maintain good health
11. Flexibility, initiative, resourcefulness, imagination, adaptability, and a great sense of humour

### Tips for living (and surviving) at Sõrve:

1. Realise that the job of a juht involves long hours and constant responsibility and enjoy the challenge this represents
2. Make sure that you understand your responsibilities and duties
3. Take good care of your health – you will need your sleep and strength
4. Always remember why you are a juht at Sõrve – to help, guide and instruct so that camp is a fun, safe and rewarding experience for the attendees

**Being a part of the Sõrve Juhtkond requires a lot of hard work and dedication. You will find this is a rewarding experience if you are prepared to make the effort.**

### Compulsory Meetings

The Sõrve Laagrijuht and Laargiabijuht will head the Sõrve Juhtkond. Sõrve Sõbrad recognises that the Sõrve Juhtkond are a unique group of people who give an enormous commitment to



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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 Käsitöö Juht, Roster Juht (Spordi Juht), 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 weekend meetings held through the year. If a juht does not attend the majority of the meetings, the Sõrve Sõbrad, in consultation with the laagrijuht, 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.

### Expression of Interest Forms

The application form for Laagrijuht, Laagriabijuht, Komandant, Kultuurijuht and Juhtkond members can be found on the website. 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.

Best practice suggests and in keeping with protocols from similar Estonian Children's Camps, EOI's for leadership roles need to include a reference from two individuals who are not related to you. Suggestions for referees could be: an ex-Juht of yours, a teacher, work colleague. Please note, this is only a requirement for first time applicants.

A standardised referee questionnaire for this purpose is attached to the EOI form and available from the website and is considered to be a part of the application process. The form needs to



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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 at the same time as the application.

### 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*, 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 desired.

### Young Adults

Sõrve Sõbrad is keen to develop a program to suit younger independent adults attending as elanikud. Activities offered as part of the adult program have included Sport and Recreation instructor sports (canoeing, sailing, and archery), Estonian films, sports such as boules, volleyball, finska 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 Criteria page 13. 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.



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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 however 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.

### 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](http://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.

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.



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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.

**Return of EOI:**

All Expressions of Interest (EOI) must be received by **5pm Sunday 8th March 2026**

(Late applications will not be considered)

Online or Email to [admin@sorve.org.au](mailto:admin@sorve.org.au)

Any enquiries/questions please contact; [admin@sorve.org.au](mailto:admin@sorve.org.au)