

# Expressions of Interest Komandant

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*Commander / Time Schedule and Meals*

*Sörve 2027*



<http://Sörve.org.au/>

Facebook: [Sörve Summer Camp](#)

**All Expressions of Interest (EOI) must be received by  
5pm Sunday 8th March 2026  
(Late applications will not be considered)  
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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### Application Form

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

**By signing this Expression of Interest below you acknowledge that you have read and understood the Leadership Information Pack supplied with this Expression of Interest.**

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 from within the Estonian community who are able to provide us with an independent view of your capacity and capability to be considered as Kommandant. It should not be provided by a family member. A standardised referee questionnaire is attached for your use and is considered to be a part of the selection process.

*If you have provided character references within the past three years, you are not required to resubmit them.*

Being a part of the Sõrve leadership group requires a lot of hard work and dedication. You will find this is a rewarding experience if you are prepared to make the effort. You will be constantly on the move, probably have less sleep than what you are used to. However, we expect that you will still maintain composure and the ability to make sensible quick decisions.

As part of the application process, if your application proceeds, you may be requested to attend a face to face interview with the selection panel that will include the current President of Sõrve Sõbrad, one other member of the Sõrve Sõbrad and two independent members from the Estonian community.



**2027 SÖRVE EOI FORM**

Name:			
Address: Town/State/Postcode			
Email:			
Phone (Home):		Phone (Mobile):	
Date of Birth:		Occupation:	

Please provide your valid WWCC number:  
Are you a Member of Sörve Sõbrad?

Sörve will run from Sunday, 3 January – Sunday, 10 January 2027. Are you available to attend full time?

Can you commit to attending all pre-camp planning meetings throughout the year?

**Estonian Language:**

The Estonian language is the basis of Estonian culture. It permeates throughout all activities at camp and is central to our reason for being. It is desirable that you have an understanding of Eesti keel and a willingness to use it during Sörve.

What is your skill level?

- Fluent                       Moderate                       Basic  Nil

Are you willing to use your Estonian language throughout Sörve?

What steps can you take to increase your language skills?

**Background**

Have you attended Sörve as an elanik?

Have you attended Sörve as an adult?

Have you been a juht at Sörve?

Have you had leadership experience at another children's camp?  
Please provide details:



Have you attended an equivalent Estonian children's camp as an elanik?  
Please provide details:

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### **The role of Komandant at Sorve 2027**

What position(s) in the leadership group have you previously held?

Provide examples of your experiences in these previously held roles that would demonstrate your leadership skills now?

Have you any other demonstrated ability to organise and manage a weeklong camp for children?  
Provide details

Can you commit to assisting and attending all pre-camp planning meetings throughout the year?

Please list any recognised qualifications, awards, or certificates you have that would assist you in your role as Sõrve Komandant. *(E.g. childcare, teaching, leadership courses, management courses, Duke of Edinburgh award,)*

What other skills will you bring into these positions?

Can you commit to being present at all relevant activities during camp and to maintaining a good interaction with the elanik?

Can you commit to being a "face of Sõrve" during the camp, actively engaging with all participants and providing a respected authoritative presence?

Will you commit to fostering and maintaining a good working relationship with the Sõrve Sõbrad?

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### General Community Involvement

The Sõrve community is an integral part of the wider Estonian community in Australia. Many people who have attended Sõrve have gone on to have an involvement in cultural activities, served on committees, done volunteer work etc as a way of supporting the wider community.

Can you demonstrate a community involvement other than Sõrve?

In accordance with the Sõrve Constitution Object "(a) Maintain and promote Estonian culture, language, customs, traditions and community amongst young people of an Estonian background in Australia" How would you describe your understanding of Estonian culture and history, in particular that relating to Sõrve?

Can you contribute to cultural activities while at camp such as: Eesti keel, laulid, rahvatants, käsitöö etc? Please provide details

### Fostering Leadership Skills and Mentoring

In accordance with the Sõrve Constitution, Object "(b) Develop social, organising, leadership and teamwork skills amongst young people of an Estonian background in Australia" and "(c) Identify and train future potential juhid of the Estonian community in Australia" In your role of Komandant, can you demonstrate an ability to mentor members of the juhtkond, particularly the abijuht to help them develop the leadership skills needed?

Give examples:

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### 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

How have you helped in the past and in what capacity? Please give examples



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As per Point 6 of the leadership group criteria, can you commit to help organise/attend fundraising activities throughout the year?

Do you have any fundraising suggestions?

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### Other Requirements

In accordance with Item 16 of the Sõrve Risk Management Plan, can you confirm that you will not have responsibility for any family member while undertaking leadership responsibilities.

(if attending with child/ren, a full-time support person, with no camp responsibility, is required to accompany you)

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### Other roles

If you are unsuccessful in your application for Komandant for Sõrve 2027 would you still like to be considered for a position in the juhtkond?

### Additional Questions

**Give a short constructive answer to the following scenarios:**

1. It has come to your attention that elanik are planning to steal food from the sõõgisaal to use for raiding. How would you deal with this?

2. Office of Sport staff approach you with a complaint about the behaviour of one of the elanik. What are the steps you would take to resolve the situation?

3. A elanikud parent has brought to your attention a concern they have with the safety of a specific activity being provided for their children. What steps do you take so these concerns are addressed?



4. You are finding that you are clashing with a member of the juhtkond regarding them not fulfilling their responsibilities during a sporting activity. How would you approach this situation?

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All questions of the EOI are to be completed – please note the following check list.

- I have read and fully understand the *Request for Expressions of Interest for the Leadership Group for Sörve 2027*.
- I have read and understand the Juhtkond Information Pack
- I have read and understood the Sörve Risk Management Plan
- I have completed the application to the best of my ability
- I have sent the Reference form to two people within the Sörve community to be returned directly to [admin@sorve.org.au](mailto:admin@sorve.org.au) by the 8th March 2026.
- I acknowledge that my Expression of Interest will be taken on its merits and that having held previous leadership roles with Sörve does not offer assurance of re appointment.

Signed	Date:        /        /
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## Referee Questionnaire

This form is intended to provide Sõrve Sõbrad with additional information about the applicant in their quest for appointment as Komandant at the next Estonian Children's Summer Camp -Sõrve.

Sõrve is the name given to the Camp conducted at Point Wolstoncroft NSW Sport and Recreation camp in January annually.

Sõrve has been in operation since 1953 and aims to provide an activity packed camp catering to all age groups and to promote Estonian heritage within a safe environment. Our camp targets children from birth to 18years with Estonian heritage and we aim to provide an environment that preserves and develops strong friendships and a leadership group. The Sõrve Leadership Group is a unique group of people who give an enormous commitment to volunteer their time and coordinate the week's activities. Volunteer leaders have 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.

**NOTE:** *The information on this form is confidential and will not be seen by the applicant at any time.*

The applicant must hand this form to the referee and if the referee could please complete and return this form directly to the following address no later than 8th March 2026

**The Secretary, Sõrve Sõbrad** – [admin@sorve.org.au](mailto:admin@sorve.org.au)

Applicant's Name:
Position Applying for:

Referee's Name:
Referee's Contact Number:



**SYDNEY ESTONIAN PARENTS' AND FRIENDS' ASSOCIATION INC. - 'SÖRVE SÖBRAD'**

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In what capacity do you know the applicant and for how long?

What are the applicant's strengths?

What are the applicant's weaknesses?

How would you rate the applicant's character and work ethic?

Please rank the following for the applicant

	Superior	Above Average	Average	Below Average	No Basis to assess
Kindness /compassion/ empathy					
Self-Discipline					
Sociability and good humour					
Works with integrity					
Organisational Skills					
Time Management					
Takes Initiative					
Ability to mentor					
Works well in a team					
Punctuality					
Willingness to learn					
Flexibility					
Adaptability					

Additional Comments

How would you rate the applicant emotionally



and in the following areas

	Superior	Above Average	Average	Below Average	No Basis to assess
Conflict Management					
Anger Management					
Ability to cope with stress					

To the best of your knowledge, would you consider the applicant qualified and/or suited to the position of Sõrve Komandant?

**ANY FURTHER COMMENTS?**

These may include special abilities, co-operation, qualities of leadership, willingness to work hard, personality, appearance, dependability, concerns for others, etc.

**Signature:** \_\_\_\_\_

**Date**