



## Expressions of Interest Kultuurijuht

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*Culture Leader*

*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)**



## **Application Form**

The following form is to be completed by anyone who would like to apply to be Kultuurijuht (Culture Leader) for Sõrve 2027.

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 Juhtkond 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 Kultuurijuht. 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:	

**While you are applying for the position of Kultuurijuht for Sörve 2027, you will need to also satisfy the general requirements for acceptance into the juhtkond.**

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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 sits at the heart of Estonian culture and is woven through many of our camp activities. It's an important part of who we are and why Sörve exists. We warmly encourage participants to have some understanding of Eesti keel and to feel open to using it during their time at Sörve.

What is your skill level?

Fluent                       Moderate                       Basic                       Nil

Would you feel comfortable using your Estonian language during Sörve?

What steps can you take to increase your language skills?



## Background

Have you attended Sõrve as an elanik?

Have you attended Sõrve as an adult?

Have you been a Juht at Sõrve?

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:

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

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

Can you commit to 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 a Juht at Sõrve (E.g. childcare, teaching, leadership courses, management courses, Duke of Edinburgh award)

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

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



### 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.

Are you able to share any ways you've been involved in the community outside of 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?

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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 with fundraising in the past and in what capacity? Please provide examples.

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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The Kultuurijuht will form part of the Executive Team and work closely with the Laagrijuht to ensure that the Estonian language and culture are integrated into every aspect of camp life.

1. Are you confident enough with your command of Eesti keel to speak it throughout camp and encourage others to do the same?
2. Your role is to coordinate cultural and language activities throughout camp. How would you support the juhtkond to pass on Estonian language, culture, and history to the elanik?



3. Are you aware of current events and attitudes in Estonia, particularly among younger generations? Please provide examples.
  
4. What areas of Estonian culture are you interested in?
  
5. Are you able to bring your interest and knowledge to contribute to camp activities?
  
6. The role of kultuurijuht carries significant responsibility.
  - Do you feel ready to take this on?
  - Would you be comfortable bringing together a team to support you in the role?

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## Other Requirements

In accordance with Item 16 of the Sörve 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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All questions of the EOI are to be completed – please complete the following check list.

- I have read and fully understood the *Request for Expressions of Interest for the position of Kultuurijuht for Sörve 2027*.
- I have read and understood the Juhtkond Information Pack.
- I have read and understood the Sörve Risk Management Plan and Code of Conduct.
- I have completed the application to the best of my ability.
- I have given my Referee Questionnaire to two people in the Sörve Community, who are not a relation, to be returned directly to [admin@sorve.org.au](mailto:admin@sorve.org.au) by 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 continuation.

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 Kultuurijuht 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:
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Position Applying for:
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Referee's Name:
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Referee's Contact Number:
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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 Sörve Kultuurijuht?

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