



## 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:

Komandant



**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**