



# VIRTUSHERITAGE

## E-NEWS EDITION 10

AUGUST 2021

[www.virtusheritage.com.au](http://www.virtusheritage.com.au)



# Welcome

by Dr Mary-Jean Sutton

This newsletter has always been about showcasing cultural heritage moving beyond the compliance focused aspect of heritage to share what else we have discovered, learnt or created in the course of our work and partnerships. The team at Virtus Heritage are always looking for ways to add value and we deeply care about the projects we undertake. That is what makes working with this group of people so satisfying even in the face of the additional challenges we have during a pandemic. We also continue to highlight how heritage is interconnected to people and for us, working with communities and proponents to achieve the best outcomes. We are continually inspired by the communities we work with and grateful for the loyalty and support of our clients. Again this year, we thank all our clients, collaborators and community for their support, which led to another win for Excellence in Small Business for the Tweed Business Chamber, and a finalist again regionally for Northern NSW. Without you all we couldn't do what we do.

In this edition you can read about how we have taken things beyond compliance to create opportunities for education and building awareness. Our Cessnock project went beyond sites-based recording to create an evaluation of an entire cultural landscape. We continue to strive for innovation by adapting strategies that are also culturally appropriate for recording and survey. Some lucky team members went beyond dry land to survey the Hunter, Williams and Paterson Rivers by boat and kayak utilising GoPros to record partially submerged cultural sites at low tide! Our team regularly goes 'beyond consulting' to seek out ways to have community projects funded and explore innovative ways to protect heritage as well as inform a wider audience. Great examples of this approach are included here in the Injinoo and New Mapoon Cemetery and Unmarked Graves Projects, a rural and Aboriginal cultural heritage study in Maitland, and the consultation.

We love getting your feedback on the newsletter and are always happy to discuss opportunities to add value and innovate in different contexts. Thank you for taking the time to read about what we have been up to. We hope to hear from you soon.

## Acknowledgement of Country

Virtus Heritage is committed to the spirit of reconciliation and acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians and the Traditional Custodians of the states and territories of Australia. We recognise the Traditional Owners of the lands we work within. We pay our respect to Elders past, present and emerging in maintaining the culture, country and their spiritual and historical connections to the lands and waters.

# Contents

## PROJECTS

Conserving our State significant heritage Gina Scheer.....	4
Listing an Aboriginal Place Dr Mary-Jean Sutton .....	5
Beyond Sites Elle Lillis.....	6
Beyond Dry Land Elle Lillis.....	8
Bringing Shared Heritage Values Together for Greater Understanding Gina Scheer.....	10
Beyond Compliance Elaine Lin .....	11
Caves Beach Dr Peter Mitchell.....	12
Working together to save lives, property & heritage Martin Wright.....	14

## RECONCILIATION ACTION PLAN.....16

## EVENTS.....17

## NOTICEBOARD.....20

# Conserving Our State Significant Heritage

## Bass Point

Gina Scheer

We wish to acknowledge the Aboriginal peoples who are the custodians of the lands within which Bass Point Reserve is located and pay respects to Elders, past, present and future.

The beautiful Bass Point Reserve is a State Heritage item, listed for its importance to the people of NSW in 2013. It is located on the lands of the Dhawaral people and managed for the Department of Crown Lands by Shellharbour City Council (SCC).

In early 2020, SCC had commissioned Virtus Heritage to undertake a conservation management plan (CMP) to protect the significant values of the area, natural and cultural. The project was made possible by NSW government heritage funding to SCC. Gina Scheer on of our Principal Arcaeologists led the project and developed a CMP with other team members, which has provided the relevant heritage information to inform a prospective Plan of Management for the Reserve, to guide maintenance and works.

Bass Point has nationally significant shell middens and cultural deposits which are within a stunning cultural landscape, that also has shipwrecks and grey nurse shark habitat, which is



frequently visited by diving groups.

The two volumes of the CMP were completed during 2020 and reviewed internally by SCC prior to the May 2021 meeting. In May this year, Virtus Heritage finalised the Bass Point Reserve conservation management plan for Shellharbour City Council via a much-anticipated meeting with Heritage NSW.

Dr Peter Mitchell assisted with this project, providing with Elaine Lin of Virtus Heritage, a day for Council and Aboriginal knowledge holders to visit Bass Point and discuss the chronology of potential Aboriginal occupation and the changes to coastal shorelines.

We gratefully acknowledge all those who have participated in this project and shared information, including the staff at Shellharbour City Council and the Illawarra Local Aboriginal Land Council.

For further information on Conservation Management Plans, please contact Gina at [g.scheer@virtusheritage.com.au](mailto:g.scheer@virtusheritage.com.au).

# Listing An Aboriginal Place

## Intangible values and management - Rocky Knob

Dr Mary-Jean Sutton

An Aboriginal Place is a special category within the NP&W Act that allows for places to be listed for their cultural values and is not dependant on physical evidence of past occupation by Aboriginal people. This is an important part of heritage protection legislation, because it means that intangible heritage values and places of deep significance to Aboriginal people can be protected.

Hunter Local Land Services commissioned Virtus to prepare management documentation for the proposed Aboriginal Place at Rocky Knob, Burraghinhnihng (Hexham Swamp). Working with the Awabakal traditional owners and the Awabakal LALC we developed a management plan. The plan will be used to support the Aboriginal Place application to the Minister, as well as providing a framework for ongoing management of the place.

To support the gazettal of Rocky Knob the management document included a consideration of the tangible heritage values such as artefacts that have been found in the area as well as its intangible values. The intangible elements that contribute to the significance of Rocky Knob include elements such as the views and vistas. The connections between places that can be viewed across the landscape and high points that provide an outlook across terrain are frequently significant places in Aboriginal traditions.

Pulling all this information together provides a context for why Rocky Knob is being proposed as an Aboriginal Place. For a management plan to be a useful document it also must include practical steps for ongoing management of the area.

We made sure that the document provided had concrete useful information for how to take care of Rocky Knob into the future. We also included a section on funding opportunities for future conservation and projects. It always gives us satisfaction to be involved with finding and documenting a range of information that can help to contribute to long term protection of significant places.

This project is now one of several Aboriginal Place Management Plans, our team has developed with communities. If you would like assisting with nomination of an Aboriginal Place or preparing a Management Plan, please get in touch with Mary-Jean directly at [mj.sutton@virtusheritage.com.au](mailto:mj.sutton@virtusheritage.com.au) or 0439 703 886.

# Beyond Sites

## Cultural mapping of landscapes for a greater understanding of significance

Elle Lillis



Mt. Yengo

Our team always enjoys collaborating on cultural mapping and this project for Cessnock Council was no exception. Mapping at a landscape level allows for a broader and deeper understanding of the significance of sites within the natural environment.

The Cessnock LGA Aboriginal Cultural Heritage Study, which has now been finalised, was undertaken in collaboration with Traditional Owner groups, Elders, Knowledge Holders and Local Aboriginal

Land Councils (LALCs). Wonnarua and Awbakal Traditional Owners, Elders and knowledge holders, Mindaribba (the largest landholder LALC in the LGA), Awabakal and Biraban LALCs as well as Council's Aboriginal and Torres Strait Islander Committee were all involved in consultation, field surveys and cultural mapping workshops for this project.

A landscape approach is often highly valued by communities as it enables a recognition of the wholistic nature of cultural significance

beyond the arbitrary site-based approach of many assessments.

Recording sites can be a starting point, and for this project sites were found and recorded during all the surveys undertaken. Artefact scatters, grinding grooves, scarred trees, art sites, ceremonial sites and rock shelters with evidence of occupation were all recorded as part of a community based cultural strategy for survey (instead of an archaeological landform based strategy). Drone,

community workshops using GIS mapping, oral history, historical research and pedestrian survey were key tools in recording landscapes and cultural knowledge.

Council contributed significantly to this project, demonstrating their commitment to Aboriginal cultural heritage management.

Council undertook mail outs and made many personal phone calls resulting in a much higher number of private land holders granting



access than on comparable projects.

Including our resident geomorphologist and GIS spatial analyst, Harry, in the team meant that we could include a consideration of the natural landscape and how it influences site formation and preservation.

As the cultural mapping and phase two of the Aboriginal Cultural Heritage Study were finalised, the results combined the site recording, geomorphology and cultural knowledge resulting in a deeper understanding of the whole landscape.

This understanding will be invaluable for conservation and development planning in the future. The value of the work was also recognised by Tara Dever, CEO of the Mindaribba LALC in a statement of significance.

“The Cessnock LGA Aboriginal Cultural Heritage Study has provided an opportunity to record the significance and value of the Cessnock LGA to the Wonnarua People and to access and record sites

in many areas within the LGA, which have not been accessible to Aboriginal Peoples for many generations. As access becomes available, particularly with land now coming into the ownership of Aboriginal People through Mindaribba LALC, our people are able to identify with significant and sacred places, reinvigorate and reconnect our kinship connections not only to the land but to plants and animals within the environment.

Mindaribba LALC acknowledges the steps Cessnock LGA are taking to protect the cultural values within the LGA, by undertaking this study, and are committed to working with Cessnock City Council to continue to protect and conserve cultural heritage values in the Cessnock LGA.”

If you would like to find out more about cultural mapping and project design please contact Elle Lillis at [e.lillis@virtusheritage.com.au](mailto:e.lillis@virtusheritage.com.au) or (02) 6676 4354.

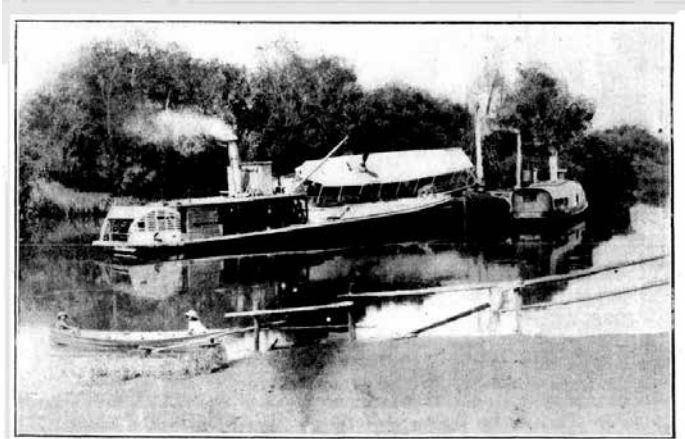


# Beyond Dry Land Boat survey on the Lower Hunter

Elle Lillis

Our previous newsletter provided an update on one of the more unusual projects the team has been on in recent times – survey by boat in the Lower Hunter River catchment. Spending time out on the water was truly special and the team enjoyed the change of scenery, please note, we are also available for survey by helicopter, horse or luxury yacht!

Aside from the change of scenery, the project provided significant new information about the distribution of grinding grooves on the lower reaches of the river, something not attempted before. The project has now wrapped up and Elle has presented the results to the Department of Planning, Industry and Environment working group.

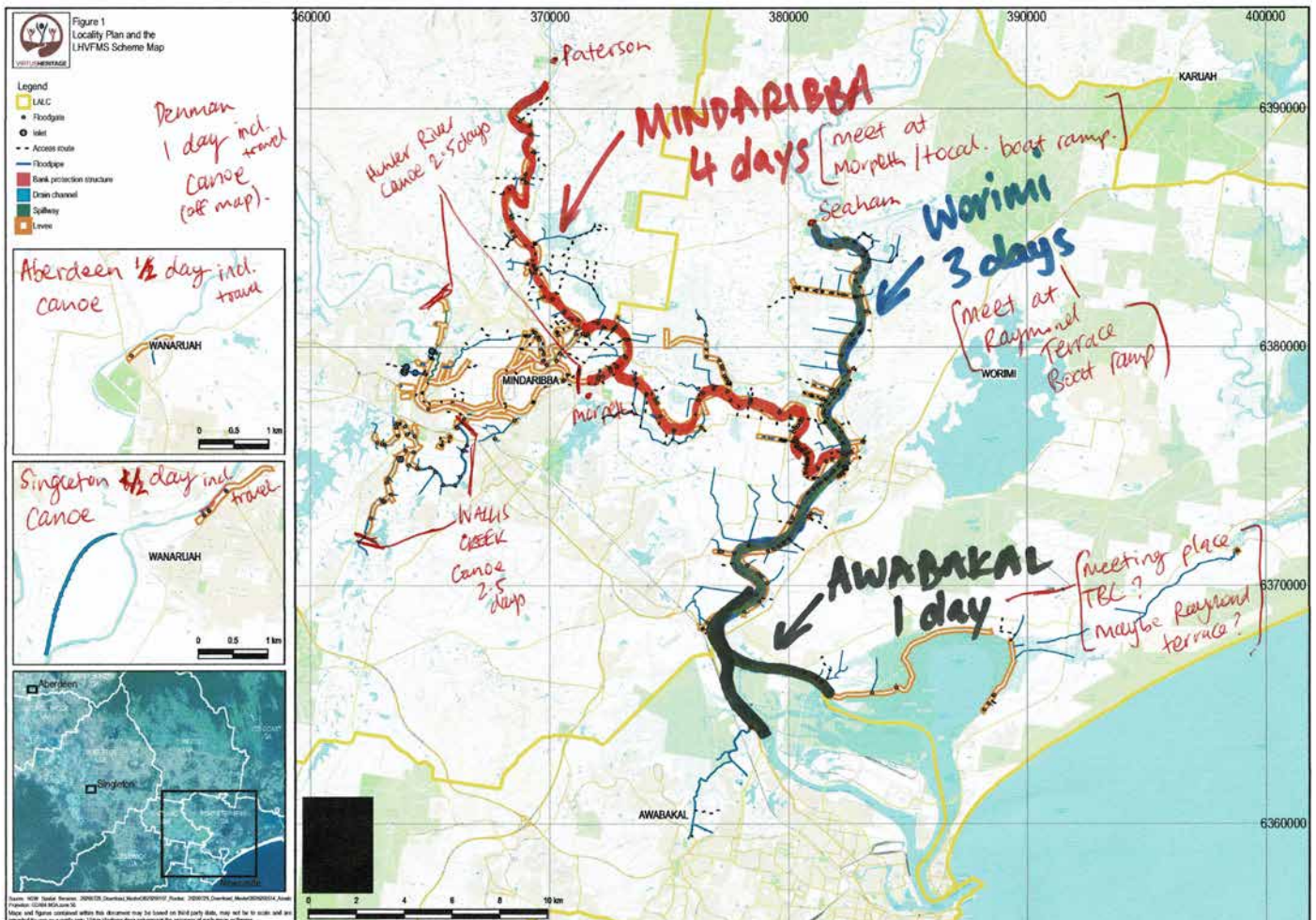


Photograph lent by W. H. Foster.

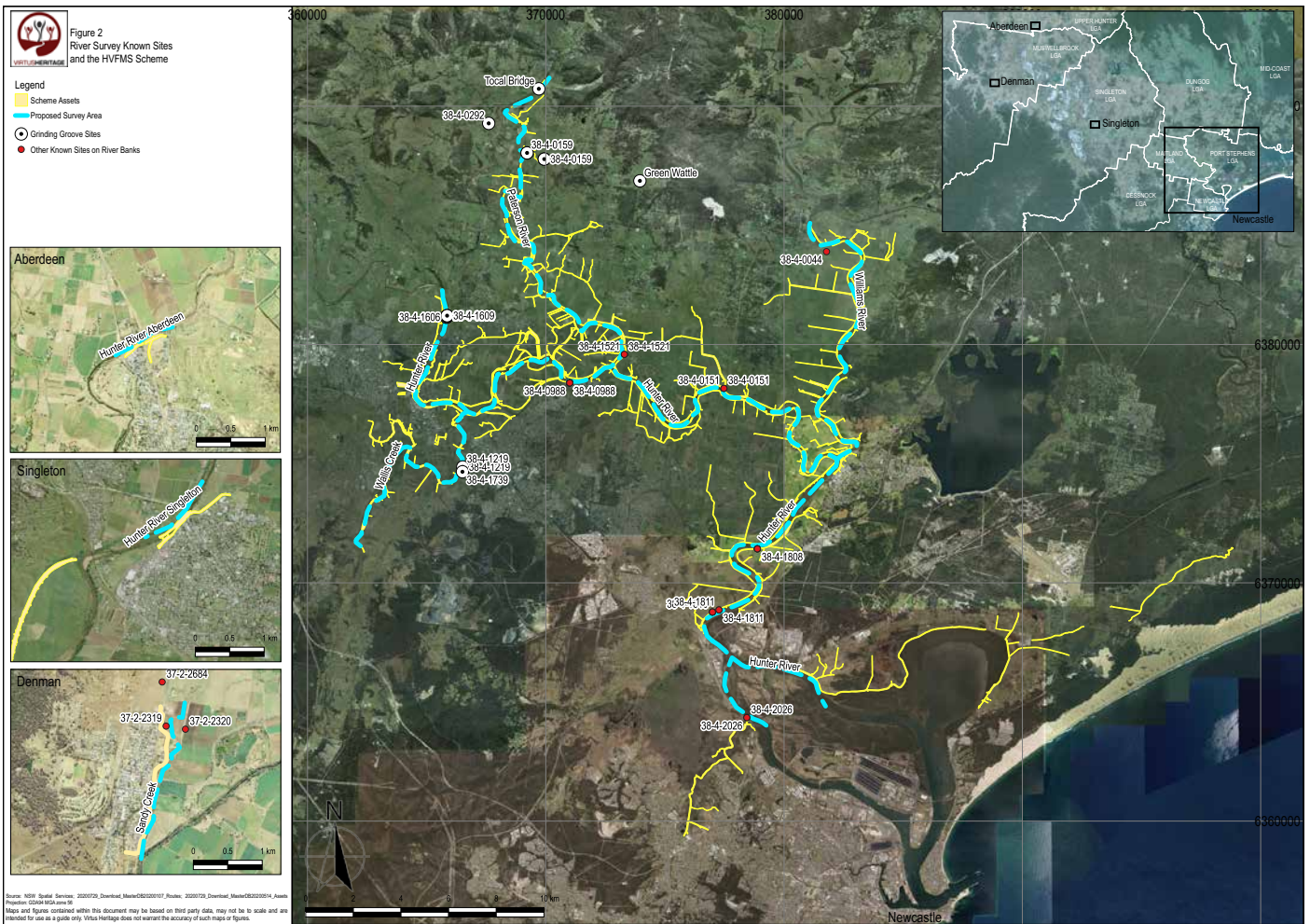
Image above: The steamboat 'Guthrey' on Boxing morning along the Paterson River "at a bend in the river 400 yards from Dunmore bridge" the boat 'settled down' on a projecting rock that lay 'hidden by the high tide'.

Reference: "WRECKED IN THE PATERSON RIVER". Sydney Mail (NSW:1912-1938) 8 January 1913: 7. Web 21 Nov 2020.

Image below: Elle's working plan to assist her management of the project







An understanding of the changes in landscape over the millennia of Aboriginal occupation of the country is vital, if all sites are to be located. Many of the grinding groove sites (as well as additional sites and cultural features observable from the River channels) we recorded were no longer accessible by land. If we hadn't undertaken analysis that considered changing water levels and innovated the way we looked for sites, much of this information might have been lost.



Image above: Sales plan for land in the suburb of Bolwarra Heights 1890-99  
 Reference: Brunker & Wolfe, King, C. W and Niginbotham & Robinson.

Image above: Painting of Aboriginal people catching waterfowl by Lysett (c1820)

# Bringing Shared Heritage Values Together For Greater Understanding

## Maitland Rural & Aboriginal Cultural Heritage Study

Gina Scheer

In early 2021, Maitland City Council (MCC) engaged the services of Virtus Heritage in a project to develop a Rural Aboriginal Cultural Heritage Study, with grant funds provided by the NSW Government and by Council. The project focuses on the rural landscape sections of the local government area.

To our knowledge, this is the first time a local council has commissioned a joint heritage project addressing both Aboriginal cultural heritage and European heritage within the same study. Virtus Heritage are delighted to be involved with this significant project.

Our work involves mapping and describing places and items of potential cultural heritage significance for discussion with MCC and updating

information for existing heritage items.

The project will result in new local heritage items added to the existing list of places for Maitland Council and a far better understanding of the rural history.

We are working closely with Mindaribba Local Aboriginal Land Council and the Maitland Historical Society to complete this project over 2021-2022.

Virtus Heritage have assisted with facilitating a draft Memorandum of Understanding to recognise the important relationship between the Aboriginal people and MCC, and to facilitate what is an ongoing process of reconciliation and Aboriginal self-determination.

MCC and Virtus Heritage recognise Aboriginal people as key stakeholders in this project and are committed to a project that respects Aboriginal cultural heritage and effective consultation.

For more information regarding this project or on rural and cultural heritage studies, please get in touch with Gina Scheer at [g.scheer@virtusheritage.com.au](mailto:g.scheer@virtusheritage.com.au) or (02) 6676 4354



# Beyond Compliance

## Taking the opportunity to educate and engage

### Dudley Beach Aboriginal Cultural Heritage Inductions for NSW NPWS

Elaine Lin

This small project shows that with the right approach a simple due diligence assessment, even where no sites are found, can provide an opportunity to educate and increase awareness of cultural heritage – for the future benefit of all.

The project began as a due diligence for a regular client, NPWS. Working on Awabakal country, in partnership with Peter Townsend (Cultural Sites Officer) of Awabakal LALC, Elle assessed an area of high sensitivity close to beautiful Dudley Beach. No Aboriginal objects were found within the project area, and the assessment could have ended there.

Instead, NPWS chose to use the project as an opportunity to educate and raise cultural awareness for their staff and contractors. Virtus Heritage and the Awabakal LALC jointly created and delivered a presentation

that was provided not only to staff and contractors at the Glenrock State Conservation Area, but also available by invitation to staff from neighbouring parks and regions.

Peter Townsend gave an overview of Aboriginal cultural heritage and reflected on the significance of the landscapes at Glenrock State Conservation area. He also spoke about the types of cultural heritage sites that have been found within the park and what else might be present in the area. This was reinforced in a hands-on interactive session using stone artefacts borrowed from the LALC collection, and a coolamon made by Peter himself.

Elaine Lin from our Newcastle team assisted with presentations on the legislative requirements for individuals on site during works and what to do if an Aboriginal object is found. This

was tailored to highlight the client's stop work protocols and individual site requirements. Presenting compliance information in such an engaging and informative manner led to us receiving great feedback and moved the project beyond 'just another requirement' to really highlight the value of cultural heritage and our responsibilities to care for Country and sites.

If you would like to discuss opportunities to provide practical and engaging cultural awareness and sites training, please contact Mary-Jean further on [mj.sutton@virtusheritage.com.au](mailto:mj.sutton@virtusheritage.com.au)



# Weird rock formations

## Caves Beach

Dr Peter Mitchell



VIRTUSHERITAGE

What do you get when you mix three grey beard geologists, three techno-savvy Virtus Heritage staff and their DJI Mavic Pro drone on a shore platform near Caves Beach, at Swansea?

Dropped jaws from the elders discovering the simplicity of modern drone flying, and, dropped jaws from the youngsters learning of the incredible geological history of a 255 million year old forest destroyed in an instant by a high temperature volcanic ash cloud. They were all too young to remember the destructive eruption of Mt St Helens in 1980! Well, think White Island December 2019, but much bigger and hotter.

Mary-Jean, Elle, and Harry spent a beautiful day on the shore flying grid patterns at 50m to produce a photo-mosaic that will help Brian England, Chris Morton and Peter Mitchell of the Amateur Geological Society of the Hunter Valley



An unlikely mix of investigators: Co-pilot Harry, Brian, Chief pilot Elle, Chris, and Peter. Photo by Mary-Jean.

unravel the detail of some extraordinary features exposed in and above the volcanic ash (tuff) on the shoreline.

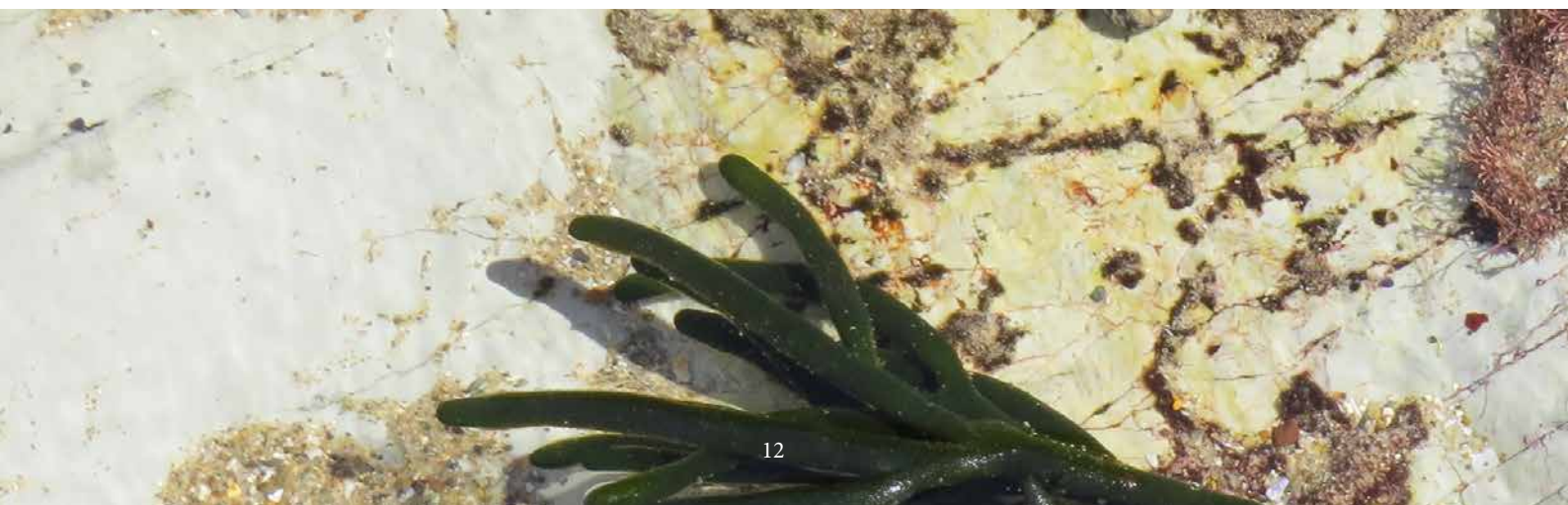
The Permian rocks of the Hunter Valley Coal Measures contain a large number of tuff beds, the best-known being the 25m thick Nobbys Tuff which outcrops from Nobbys Head south to Glenrock Lagoon where it dips below sea level. Silicified layers in that unit were exploited by Aboriginal people to make flaked tools. Edgeworth David called it Nobbys chert,

and some archaeologists used the name Merewether chert.

The tuff bed we examined is stratigraphically younger and buries the Lower Pilot Coal. It does not have good flaking properties, so has not been used for making artefacts. Seven different tuff beds are identified along this coast and recent work using a new precise dating technique has given three of them the same age (255 MY). This common date for vertically separated rock units suggests that the stratigraphy of some of the Coal Measures may

need some revision.

It is estimated that the volcanoes responsible for this tuff were about 30 km to the northeast of Caves Beach and that the ash blanketed thousands of square kilometres of the Permian landscape burying several coal swamps. Petrified forests are also known at Swansea Heads and Fennell Bay. The trees belong to the Glossopterid flora which has a Gondwana distribution. Annual leaf fall and other organic debris accumulated in cold water



swamps to eventually form coal. Palaeomagnetic data indicates that Newcastle at that time was located near the Pole. The rapidly moving ash bed broke mature trees just above their stump and threw the trunks in the same direction. The temperature of the ash may have been as much as 400 degrees C and this incinerated green wood converting it to charcoal which was subsequently replaced by siderite (iron carbonate) and chalcedony (silica).



Typical Glossopteris tree stump preserved in the tuff.



Hero of the day; the Mavic Drone waiting to take off at the press of a button.

So how could it be that big trees were growing in latitudes that today only support lichens and mosses? Geologists do not yet have an answer.

A sterile sandstone lies immediately above the tuff layer in which we see some remarkable siderite concretions that are unlike

anything else recorded in the Sydney Basin and for which we have only found one other described example in the USA.

We have some ideas about their genesis and hope that the drone mapping may assist in providing an answer. If you would like to read more about our present

understanding of the geology see: <http://agshv.com/pdffiles/Geo-Logs/2020.pdf>



# Working Together To Protect Lives, Property & Heritage

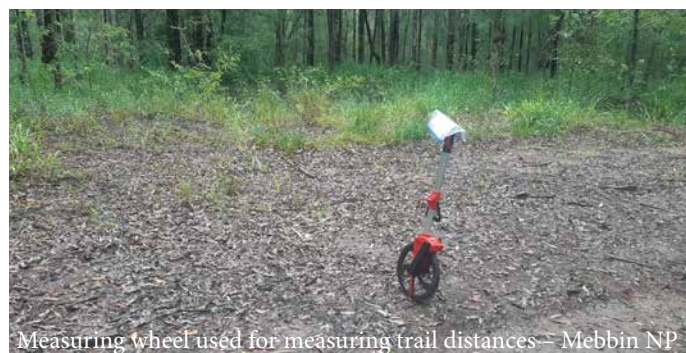
Fire Access and Fire Trails (FAFT) NSW National Parks and Wildlife Service

Martin Wright

Too many of us have had experience with bush fires, especially in the last few years. Experiences that made us even more keen to work with NSW NPWS as part of the Fire Access and Fire Trails (FAFT) program. This program seeks to improve the functionality and accessibility of fire trails across NSW and has been boosted by NSW governments commitment to long-term funding as a result of the 2020 NSW Bush Fire Inquiry.



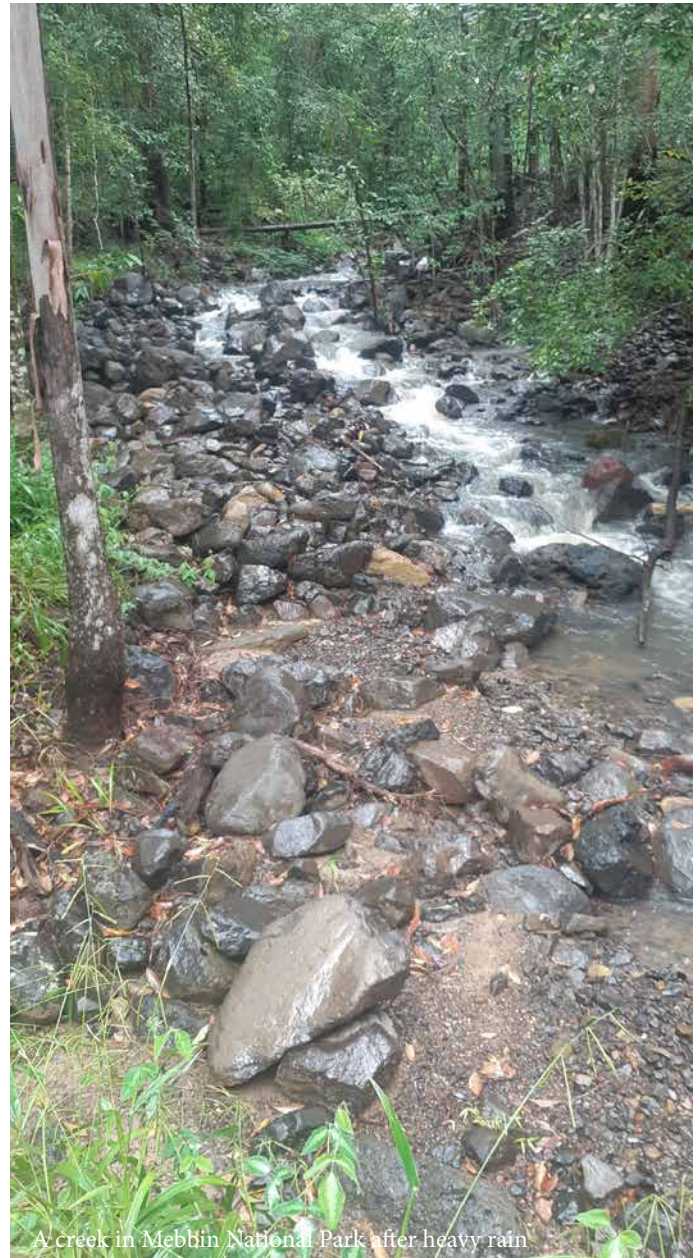
The improvement of fire trails is a key element in achieving better outcomes when dealing with future fire events. Repairs and upgrades are being undertaken to provide better and safer access to fire fighting vehicles. This work includes the replacement of aging timber bridges and culverts, the widening and resurfacing of deteriorating trails, and the regrading of steep trails to meet NSW Rural Fire Service standards.



The upgrades are clearly important to reduce risk to life and property in future fire events. Working with several Sites Officers from Tweed Byron Local Aboriginal Land Council and representatives of the Widjabul Wia-bal undertaking surveys to identify sites and areas of significance, we have been able to integrate protection of cultural heritage into the project.



A large, naturally scarred tree in Goonengerry NP



A creek in Mebbin National Park after heavy rain

The areas are within several National Parks in northern NSW (Goonengerry, Wollumbin, Nightcap and Mebbin National Parks). The pictures of this beautiful part of the world speak for themselves and Martin was definitely happy to spend time in such an amazing landscape recording artefacts and scarred trees, learning about cultural heritage from community, and working with NSW NPWS again.



View from Mebbin out towards the Wollumbin caldera

## Another step taken towards Reconciliation...

It is with great pride that Virtus Heritage announce the release of our second Innovate Reconciliation Action Plan (RAP), now officially endorsed by Reconciliation Australia. This RAP showcases much (but not by any means all) of the work that we have been conducting in the last two years as part of our commitment to the reconciliation government initiative.

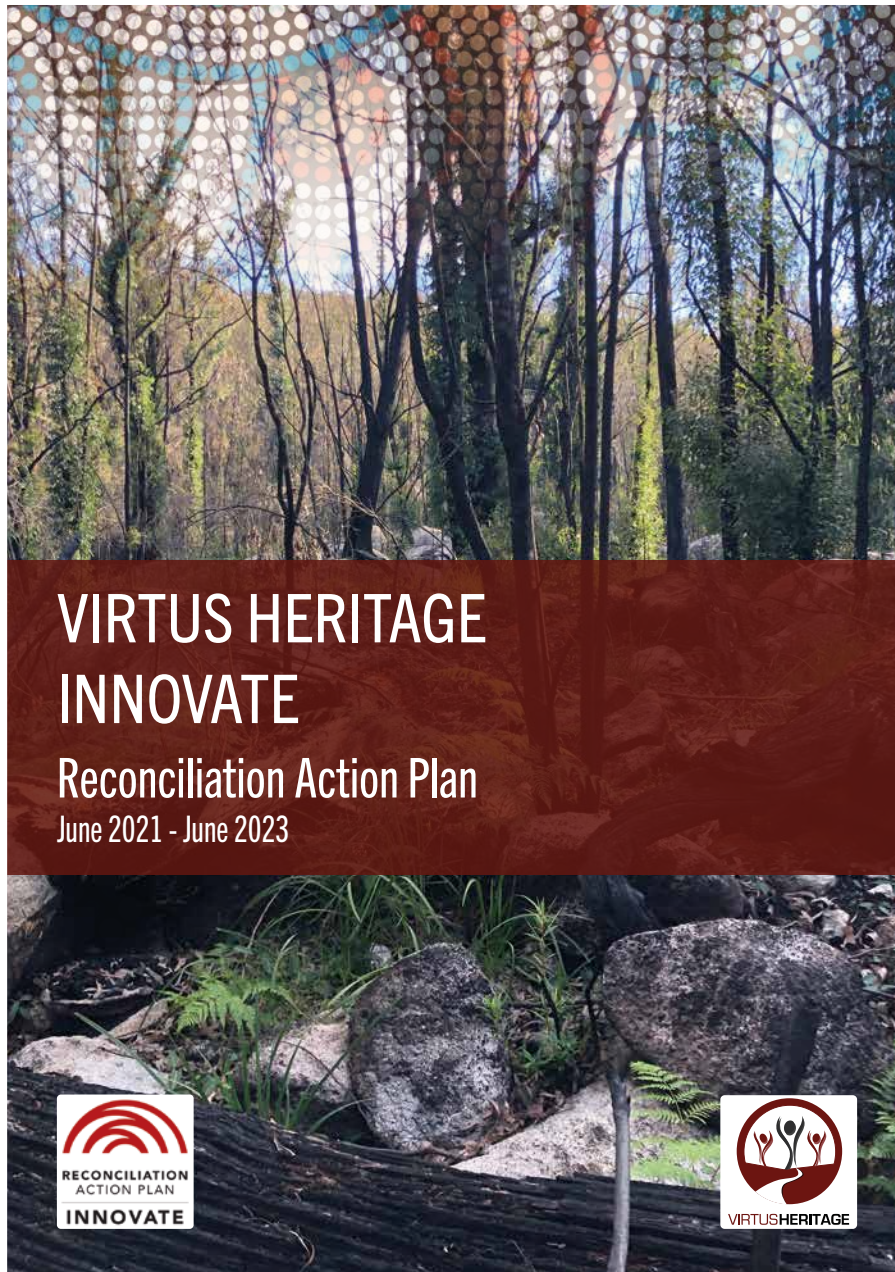
We are honored to have received such amazing input from our Aboriginal and Torres Strait Islander community members and RAP Working Group to make this happen. We thank you all so much!

This document shows how we intend to continue our good

work over the next two years, after which we hope to step up to the next tier of a 'Stretch' RAP which will further demonstrate our evolution as pioneers in the heritage industry towards the RAP movement.

If you would like to read the full document, head to our website - [virtusheritage.com.au](http://virtusheritage.com.au)

You can learn more on the Reconciliation Australia website - [reconciliationaustralia.com.au](http://reconciliationaustralia.com.au)





# Rising from the Embers with Embers Festival, Newcastle

May 28 -29 2021



Rising from the Embers - Land and Cultural Festival is a collaborative event between the Wollotuka Institute at the University of Newcastle and Hunter Local Land Services. This festival was held for the first time in May 2021 after its cancellation due to Covid-19 in 2020.

The festival focused on increasing community access to cultural heritage and local land management activities in the Hunter Region, as well as engaging with a variety of local service providers, entertainers and cultural knowledge holders to deliver an interactive educational experience. Over 300 school students and their teachers attended throughout the first day and community were invited on Saturday when the festival speeches and traditional dancing were also held.

Virtus Heritage were honoured by an invitation to be part of this festival. We were the only cultural heritage and archaeological consultancy there! Other stall holders alongside us were NSW National Parks and Wildlife and Kleinfelder Consulting, although many other government and non-government bodies were represented over the 2 day event. This was the inaugural festival - and we hope it remains an annual event!



# EVENTS

## Cultural Events & Celebrations Community representation and Deadly vibes

Kids Caring for Country with Teleahsia Togo



Teleahsia Togo, our Administration Co-ordinator (left,) getting painted up for NAIDOC celebration events at Bilambil State School with Aunty Lara Bennett (right) a Wiradjuri woman, helping and adjusting her costume before performing for Bilambil students. The students were taught dance with the Kids Caring For Country dance group of which the two ladies are members of. Dreamtime stories were shared with the school kids by Teleahsia, painting with Aunty Elle and jewellery making with Aunty Natasha who are also part of the group.

Group circle at Kinship Festival held at Knox Park, Murwillumbah, NSW. This shows the beginning of the dance by connecting to each other.



# EVENTS



Sharleeya (R) and Katie (L) sitting in the tree after their dance performance for Australia Day. A few mob gathered at Fingal to celebrate ancestors and to connect and heal Country.

Kinship Festival 2021 - Mandala circle created with different coloured ochre from the within the Northern NSW area. This year's mandala was designed by Uncle Magpie Curry with the theme "Protect the Rainforest."

"We must learn form Indigenous wisdom to protect Earth, the people and land." Uncle Magpie Curry



Seated group shot before Aunty Diedre Curry and Uncle Mudji gave Welcome To Country at NAIDOC Bilambil primary school prior to dances. From L to R: Amya, Sharleeya, Uncle Craig, Aunty Natasha, Keiyan, Uncle Mudji, Aunty Deidre and her grandson Narjick.



Uncle Mudji giving smoking ceremony to the school students and teachers to begin NAIDOC events Bilambil School. Cerenfonies begin with smoking to cleanse the area and bring in the good energies.



# NOTICEBOARD

## Grants

It's not surprising that the Virtus team continue to be selected as the preferred consultants for many grant funded projects because of our commitment to high standards of deliverables, ethics and respect.

We have some exciting projects that are in the mix. Unfortunately, due to the current climate with COVID-19, some projects have had to be postponed until later in the year but we continue to conduct our background research even if we can't get out in to the field just yet.

Injinoo & New Mapoon Cemetary & GPR Graves Management for Ipima Ikaya Aboriginal Corporation

Funded by the Indigenous Advancement Strategy these projects have been years in the making and will use Ground Penetrating Radar Investigations, oral history interviews and ethnohistorical research to develop Interpretation and Management strategies for these important community places. We were planning to head to Bamaga this month for initial surveys, but have now pushed this back to October 2021 for health and safety reasons relating to the latest Covid-19 outbreak.

National Unmarked Graves and Cemeteries Toolkit with Tweed Byron Local Aboriginal Land Council

This project has been a huge honour, working with Tweed-Byron LALC and other Aboriginal individuals and communities, including Mapoon, QLD. We have developed a document specifically aimed toward Aboriginal and Torres Strait Islander communities to assist them to identify and manage the final resting places of their families and ancestors using culturally appropriate methods (e.g. GPR). We conducted our first round of workshops this month with the aim of rolling out the program nationally.

## Training

We continue to offer many types of training for our staff, communities and clients.

We support the professional development of our team members by progressing skills in administration, marketing, content writing, design and mentor-ship as well as 4WD training and chainsaw training which support our archaeologists in their ongoing safe work practices.

The development of training programs in partnership with Local Land Services and Local Aboriginal Land Council's, Native Title holders and clients for cultural training days and archaeological training days that foster an opportunity to gain further insight to cultural awareness, cultural appropriateness and to empower community to manage their own heritage has been high on our list this year.

We are honored to work with so many inspiring individuals who support us to deliver the premium, quality services that we are so passionate to build a heritage consultancy around.

The Virtus Heritage team are very much looking forward to nurturing our existing professional relationships, internally and externally and aspire to build new ones in the near and long term future.

# NOTICEBOARD

## Business Excellence Awards Tweed Shire

Virtus Heritage were successful winners of the Excellence in Small Business category and honoured to be nominated in a group of such wonderful small businesses.

Thankyou to all our supporters and fingers crossed for our nomination now in the same category for the regional awards for Northern NSW. We hope to celebrate one day soon once out of lockdown”



## Time Conscious

Staff members recently took part in ‘Time Conscious’ - a short workshop designed by Vanessa Hardy one of our friends and fellow heritage mavens.

It was helpful to focus on increasing our awareness about decisions around time management and whether these choices are working for us. We all learn't some great skills that have been put in practice since.

The workshop runs for around two hours and can be delivered in person or online for individuals or groups.

The three main areas the workshop explores are:

1. What it is we want? - getting intentional about what we want so we can work towards it - otherwise, why bother?
2. What is holding us back? – awareness of our approach to time is vital for starting to change..
3. Specific tools for implementing better practice – from these you will be able to choose what works for you, as time management is definitely not one size fits all.

If you would like to know more or arrange a workshop, please contact Vanessa via email on;

vanessa@vanessahardycoaching.com or call on; 0410 030 986.

# NOTICEBOARD

## Our New Home

Our team grew so much in 2020 and 2021, and despite unexpected and sad events and the challenges that the pandemic has enforced, we have prevailed and we needed more office space!

A huge thanks to Mik Kenyon and his team at NorEast Building Services (Mary-Jean's wonderful brother-in-law) who is fitting out the space with a unique sustainable design and reusing recycled materials.

<https://www.facebook.com/NorEast-Building-Services-101615982029439/> and mobile contact: 0432 235 973

Anthony Kent has also assisted with painting the office and the move to whom we are eternally grateful. All staff have Covid safe work stations and the tiger-print bench seat is a welcome wild addition for a lunchtime power nap.

Thank you to all of the local businesses who have been a part of this evolutionary step in Virtus Heritage's journey.

We are all very happy to call our new office located at 17/11-13 Pearl Street, Kingscliff home.



