



APRIL
2016

An October
weekend at
Great Hucklow

UNITARIAN WOMEN'S GROUP NEWSLETTER

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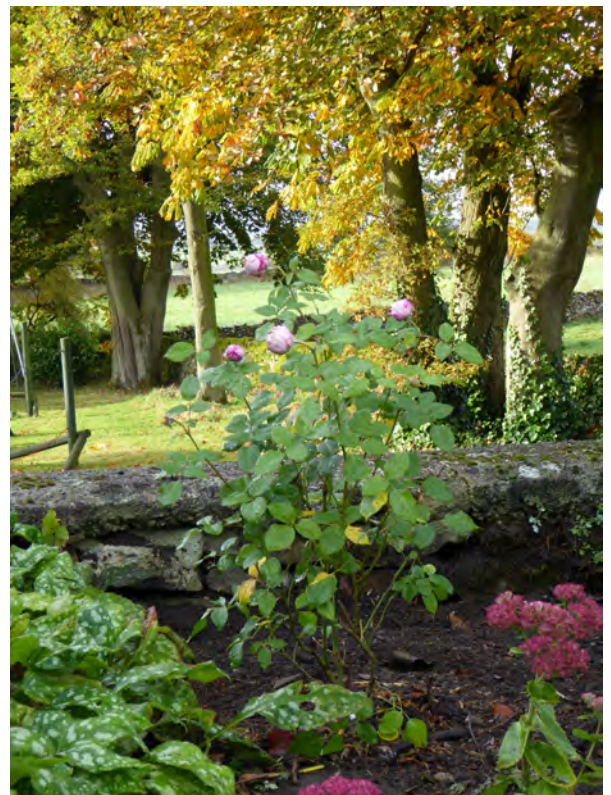
Inside Out at the Nightingale Centre

This was my first time at the Unitarian Women's Group and my first time at Great Hucklow – what an amazing weekend! My primary thought was that I was in the presence of an incredible group of people who had seen some fundamental changes in the way women are treated in society since the days when they were introduced, mostly through their Unitarian parent/s, to the Unitarian movement: one person pointed out that she had not been able to get a mortgage when she was first married – a concept so alien to me (thankfully!)

We learnt a tremendous amount about ourselves and each other – I would say that the balance of depth we reached during our group exercises was spot on as the atmosphere was quite emotionally charged at times but not so much that we couldn't cope with how much we were sharing and/or hearing. We danced, we spoke our truth, we created short performances, and chatted over lovely food.

I took away some wonderful experiences and memories of beautiful co-travellers; it only added to the ambiance to have the gorgeous Autumn trees on the turn outside every window. Thank you to everyone who generously welcomed me into this group, can't wait to meet up again in 2016!

Sara Wilcox



“And a rose in the wintertime....” - planted 24/10/15 by Unitarian Women's Group in the garden of the Nightingale Centre, to remember Sheila Jones

UNITARIAN WOMEN'S GROUP

Minutes of the Annual General Meeting 23rd October- 25th October 2015

In Attendance

Anne Bodman, Dawn Buckle, Kathleen Cannings, Sue Catts, Marlies Cope, Lynne Davies, Kate Dean, Juliet Edwards, Carole Grace, Dorothy Haughton, Dot Hewerdine, Val Jackson, Ann Jenkinson, Linda King, Christine Martin, Cathie Masztalerz, Celia Midgley, Jo O'Sullivan, Joan Partington, Alison Patrick, Ann Peart, Margaret Pyle, Sonya Richards, Margaret Robinson, Kath Ryder, Barbara Smith, Christine Thompson, Lynne Varley, Hazel Warhurst, Marilyn Waters, Sara Wilcox, Danielle Wilson.

Chair for the meeting: Christine Martin.

1. Apologies

Irene Hardisty, Penny Johnson, Sandie O'Neill, Helen Parsons, Stephanie Ramage, Patricia Williams.

2. Minutes of the meeting held on 24th October to 26th October 2014

The minutes were accepted unanimously as an accurate record of the meeting.
(Proposed by Dawn Buckle, seconded by Sue Catts).

3. Matters Arising

There were no matters arising.

4.

4.1 UWG Slot at 2016 GA Meeting.

An email had been previously been circulated to members providing a time scale for proposed GA motions and emphasising that any motion should be accompanied by an explanatory document or notes. The Administrator had not received any proposed motions for the GA.

It was agreed to reserve a double slot of ninety minutes at the GA (to be held from 30th March to 2nd April 2016).

Danielle Wilson had previously circulated information and suggested that we invite a speaker to talk on the subject of transgender. She had approached a transgender therapist who had transitioned and was willing to talk at the GA.

It was unanimously agreed that the proposed speaker would be invited to speak at the GA session (proposed by Danielle Wilson, seconded by Lynne Davies).

Danielle would now confirm arrangements with the speaker.

Action: Danielle Wilson

Dorothy reminded the UWG of the need to provide a subject and speaker in time for the GA timescale. Danielle was thanked for her work in providing the speaker.

The Administrator would reserve the slot for the GA. She would request that the slot should not clash with the Women's League.

Action: Anne Bodman

Sonya suggested an idea for the 2017 speaker. The Women's Environmental Network would be worth looking into.

Action: Anne Bodman

4.2 UWG delegate at 2016 GA in Birmingham

It was proposed by Sue Catts, seconded by Dorothy Haughton and unanimously agreed that Jo O'Sullivan would be the 2016 UWG delegate.

The delegate duties comprised of:

Reporting back in writing to the UWG, attending meetings, voting, speaking if necessary and carrying the UWG banner, and assisting in organising the table and display.

There is also a requirement to liaise and generally act as a host to the speaker.

Action: Jo O'Sullivan/Anne Bodman

4.2 Steering Group

An email had been previously circulated requesting nominations for Steering Group representatives. No nominations had been forthcoming. The present Steering Group were willing to continue in their roles. The Steering group were unanimously re-appointed in their roles as follows;

Chairperson – Christine Martin

Administrator – Anne Bodman

Membership Secretary – Dorothy Haughton

Newsletter Editor – Danielle Wilson

Treasurer – Dorothy Haughton

The UWG wished to thank all the representatives on the Steering Group for their work during the year.

5. Treasurer's Report

The report was circulated and showed a balance of £3196.60 in the bank. This sum includes £1640.60 from Margaret Hamer's bequest.

Dorothy was thanked for all her hard work and the report was unanimously accepted.

6. Membership Report

Membership stood at a total of 39. The annual subscription fee at the moment stood at £15 and £10 concessions. Dorothy had previously circulated information showing that the current level of subscription does not cover the work of the UWG ie, our stall and delegate at the GA. Margaret Hamer's bequest was intended to pay for our outside speakers at the GA and the UWG Conference.

It was noted that subscriptions had been at the same level for nearly 13 years.

There was agreement that the UWG should continue to support our delegate, stall and speakers at the GA.

It was proposed by Dorothy Haughton and seconded by Cathie Masztalerz that the subscriptions be increased in stages as follows;

£15	2016
£20	2017
£25	2018

Concessions would be available to anyone who needs it but will not automatically apply to those over 60.

The proposal was passed (21 For, None against, 2 Abstentions).

Linda King suggested that there was a column on the subscription form for an added donation.

Action: Dorothy Haughton

Dorothy also suggested that the £10 Conference fee should be reviewed in future. Dorothy was thanked for her work in highlighting the issue with our cash flow.

7. Conference

The membership thanked Dawn Buckle and Lynne Davies for all their hard work in producing a very creative and enjoyable weekend with the theme of "In Out, In Out, Shake It All About."

Celia Midgley had agreed to write up the UWG weekend for the Inquirer, Sara Wilcox for the UWG Newsletter and Jo O'Sullivan for the Unitarian.

Action: Celia/Sara/Jo

The dates of **21st to 23rd October 2016** had been reserved with the Nightingale Centre for the 2016 Conference.

Helen Parsons had written to request that the Conference be held at the end of October because of family commitments. Although the UWG was sympathetic it felt that the current weekend in October was suitable for a majority of attendees. The Administrator would write to Helen in those terms.

Action: Anne Bodman

The UWG was pleased that two ideas were proposed for the forthcoming Conference. These were:

Finding Beauty proposed by Cathie Masztalerz. There would be creative activities culminating in finding a person called "Beauty".

Our Stories proposed by Ann Peart and Celia Midgley. The theme would highlight the 35 years since the UWG started, and what causes women could take forward in the future. It would be very creative.

It was unanimously agreed that **Finding Beauty** would be the subject in 2016 and **Our Stories** would be the subject in 2017.

A poster/flyer advertising the Conference was required for the FUSE Weekend, UWG stall and web page.

Action: Cathie Masztalerz and Anne Bodman.

The membership gave thanks to Cathie, Ann and Celia for volunteering to run the next two Conferences.

A general point was noted that the Conference information sheet should include some details of handling the bar; for instance writing down bottles taken in the book.

8. Facebook

Danielle had previously circulated a paper on the current operation of the Facebook account for the UWG. Members very much appreciated the Facebook page and wished it to continue.

Kate Dean proposed and it was agreed that the Facebook name would be made public and there would be a link to the UWG web page.

Action: Danielle Wilson.

Dorothy would give the list of new members so Danielle could invite them to Facebook.

Action: Dorothy/Danielle

Kate Dean said she would put together some information on how to promote the UWG.

Action: Kate Dean

9. Rose Tree in Memory of Sheila Jones

Dorothy reported she had bought a rose tree on behalf of the UWG in memory of Sheila. Cathie had chosen "Spirit of Freedom".

(Subsequently the UWG held a short ceremony while the tree was planted)

10. Any Other Business

Dawn stated that there were Teddies for sale made by Kath Ryder, one was made in suffragette colours. Members were encouraged to bid for them. Money raised would go to Nightingale centre projects. Subsequently the suffragette Ted raised £20.

Hazel Warhurst stated there were Unitarian handkerchiefs for sale.

Hazel Warhurst stated that the Penal Affairs Panel were seeking women delegates and encouraged UWG members to come forward.

Photos of the Weekend should be sent to Danielle for the Newsletter.

Action: All

A good photo was required for the Inquirer. Please email photos to Celia.

Action: All

Joan Partington suggested a list of delegates be circulated pre-conference.

Action: Cathie Masztalerz /Anne Bodman

Kate Dean handed out a flyer to promote the FUSE Conference.

11. Date of next meeting

21st to 23rd October 2016 at the Nightingale Centre, Great Hucklow

Gender Pay Gap

Having spent an entire career in private industry I can confirm that a major factor in creating the gender pay gap is the secrecy that surrounds salaries. If a woman does not know what her male counterpart, doing the same job is earning, then she cannot begin to take action to address the problem. The proposed legislation for larger companies to disclose the pay gap in their companies will help but I would like to see All salaries published. This would get rid of the problem quickly. Would you work alongside someone doing the same job for less money?

Why do men get paid more for doing the same job? Because of the secrecy of salaries in private industry and the way men are more aggressive in bargaining for more money. Men on the whole get paid more because they are more mouthy, confident (perhaps if you want a kinder word) and ask for more money. Is that fair? No I do not think so. Mouthiness and aggression do not mean a better job performance. It also goes against the idea of capitalism. Capitalism supposedly thrives on complete information in the market place. Therefore salary secrecy goes against capitalism.

Below is an article, main source the Guardian newspaper (which I do not normally read!) which details the proposed new legislation:



Female employees will have to wait another two years to find out if they are paid less than their male counterparts as the government unveiled plans for a league table ranking large firms by gender pay gap from 2018.

Companies with more than 250 employees will have to disclose how much they are paying in salaries [and](#) bonuses to their male and female staff.

The league table of around 8,000 firms, which the government hopes will draw attention to the worst offenders, will be published from 2018, giving firms some time to address the inequality before their data will appear on the list.

Bonuses will be included in the figures to make sure a light is shone on pay disparity in City firms, where there is suspected to be a particular problem with pay inequality.

It is illegal to pay different amounts to men and women doing the same jobs under the Equal Pay Act. But estimates from the Office for National Statistics suggest the pay gap [currently stands at 19.2%](#) for full- and part-time workers in the UK, meaning a woman on average earns around 80p for every £1 earned by a man.

It is understood there will be a number of metrics to be reported on, including mean and median calculations, bonuses and earnings distribution across different levels of income and seniority.

Nicky Morgan, the equalities minister and education secretary, said she believed the measures would help but called on women to demand more from businesses.

“In recent years, we’ve seen the best employers make ground-breaking strides in tackling gender inequality,” she said. “But the job won’t be complete until we see the talents of women and men recognised equally and fairly in every workplace.

“That’s why I am announcing a raft of measures to support women in their careers, from the classroom to the boardroom, leaving nowhere for gender inequality to hide. At the same time, I’m calling on women across Britain to use their position as employees and consumers to demand more from businesses, ensuring their talents are given the recognition and reward they deserve.”

Anne Bodman

**Unitarian Women's Group Conference
21st – 23rd October 2016
The Nightingale Centre, Great Hucklow**

Finding



Beauty

**A weekend of thought, activity and fun where we shall be exploring how to
find beauty within the world and ourselves**

Facilitated by Cathie Masztalerz

**Booking: Stella Burney info@thenightingalecentre.org.uk 01298 871218
Further info: Sue Catts, suecatts26@aol.com or
Cathie Masztalerz cathiemz@gmail.com**

FGM is banned but very much alive in the UK

"I didn't know exactly what was going to happen to me, but after I saw the blade I knew they would definitely hurt me, because that blade is not something to play with," says 25-year-old Manika, who had her genitals severed with a razor, without an anaesthetic, when she was only eight years old in Gambia. "It's a pain you can't even ... it's taking a knife and cutting someone's flesh."

She looks nervously out of the window over the rooftops of Edinburgh, where she has sought sanctuary, explaining that if she returns she will face a further procedure to "finish" the cutting. However, she may have come to the wrong place. Organisations working directly with communities affected by female genital mutilation (FGM), have told the Guardian that, despite legislation against the practice dating back three decades, UK-born girls are not only being taken abroad for the "cutting season" of the summer holidays, but they are being cut here as well.

"It's a custom that is very much alive, not just in home countries but in Scotland," says Anela Anwar, from the Glasgow-based charity Roshni. "People have given us information saying girls are being cut in Scotland or we hear that girls are taken back home to be cut over the summer holidays."



Reports that "cutters" are at work, some working in expensive private clinics, have come out of major cities including London, Birmingham and Bristol, says Sarah McCulloch, from the Agency for Culture and Change Management. "Wherever [ethnic minority] communities [that practise FGM] are residing, it is a problem," she says. "Because why would they stop? Why should they stop? What will make them stop?"

"No one is giving them information. If they arrive in this country, they do not know the laws of the land – they come with their cultures and hold on to them."

FGM has been illegal in the UK since 1985, and since 2003 anyone taking a child out of the UK to be cut faces 14 years in prison. However, there has yet to be a single conviction. Two people were arrested in November accused of carrying out FGM on a five-week-old baby but, according to the Metropolitan police, there was "insufficient evidence to proceed".

Hard facts about how many girls are being cut, where and by whom, are scarce because, according to campaigners, the issue has been neglected by successive governments scared of confronting so-called cultural practices.

After pressure from campaigners the government announced on Wednesday night that hospitals would now start gathering data on women they treat who have undergone FGM. Currently midwives and doctors receive no routine training on how to help affected mothers, who can suffer life-threatening consequences during childbirth.

A report last year on FGM by a coalition of medical groups, trade unions and human rights organisations estimates that there are 66,000 victims of FGM in England and Wales and warns that more than 24,000 girls under 15 are at risk. More than 2,000 victims of FGM sought treatment in London hospitals alone in the past three years.

The doubling of Scotland's African population since 2001 (from 22,049 to 46,742) and the rising cost of air travel have played a part in the increase in numbers in Scotland, says Anwar.

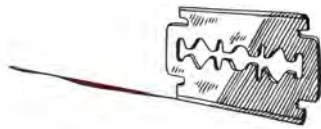
"It's becoming a lot more expensive to go home, so we have heard now that people are pooling together resources to bring a cutter over from abroad to mutilate their girls over here in a group. I think people will use whatever means they can if they are determined for this to happen."

McCulloch agrees: "[Families] are forming a sort of co-operative to raise the funding to pay for someone to come from overseas. The family will bring all the girls together and it is done. Those who are wealthy are using nurses or doctors or private clinics That is why London especially has been accused of being the FGM city of Europe because many people are coming from Europe on Eurostar and having their daughters [mutilated]."

The evidence is there, if the resources were made available to uncover it, says Fatou Baldeh, herself an FGM survivor and now working for the Dignity Alert and Research Forum (Darf) in Edinburgh. "People think it's an outside issue, it's not happening here. It is very common, but people don't think it is," she says. "It [is] difficult to get women to speak to you about their experience."

Female genital mutilation involves cutting all or part of the outer labia, inner labia and clitoris. It is estimated to affect more than 140 million girls and women worldwide. In the worst cases girls are "sewn up", leaving only a tiny hole through which to urinate and menstruate. Traditionally considered vital for preparing a girl for adulthood – in some parts of the world girls who have not been cut are seen as unsuitable for marriage – it has also been attacked as a means of controlling female sexuality and autonomy.

In countries such as Sudan, Somalia and Egypt up to 98% of females have been mutilated, but the practice happens in 28 countries in Africa and some countries in Asia and the Middle East. Baldeh was seven when she was mutilated. "Some women held my legs, other women held my hands," she says. "I was blindfolded and I felt the sharp cut, I felt everything." The only "medication" she received was being told to sit in warm salty water. "I can never forget that. If you want to pass urine that's the worst because you are sore and you've got no medication, not even a Band-Aid. It's just an open wound [...] It was the most horrible thing I can remember."



The consequences can be devastating: girls can bleed to death or pick up infections, and in the longer term can suffer from recurrent bladder infections, cysts, infertility, childbirth complications, mental trauma and lack of sexual desire.

Manika, who looks much younger than her years, explains that FGM has left her battling physical and psychological complications. She says she was "blocked up" when she was cut and, after coming to the UK to study, she had sex for the first time. It proved so difficult and painful that she had to be rushed to hospital to stop the bleeding that followed. She has suffered from recurrent infections, intermittent periods, and is terrified of being sexually active again.

"It makes me scared. Since then I feel like I don't want to have sex. I have it in my mind that I'm still going to have that same pain," she says.

"I will never forgive my parents for doing this to me. This is just like you are taking somebody's life. It is just like you are taking a gun and shooting someone to death. That is how it feels for me."

There are signs that – finally – the issue is being taken seriously at a national level. The Home Office recently awarded £250,000 of EU money for online training of teachers, nurses and GPs, awareness raising among social workers, and promotion of the NSPCC's national FGM helpline [0800 028 3550].

In Scotland, after recent hospital figures revealed that more than 2,500 FGM victims had given birth in Scottish hospitals, politicians commissioned a Scotland-wide study into its prevalence. Sir Bernard Hogan-Howe, the Metropolitan police commissioner, has called for an overhaul of the "whole system" for combating FGM.

There are challenges. Hogan-Howe warned that a lack of tip-offs from health professionals and teachers was hindering police efforts, a frustration echoed by Detective Chief Superintendent Gill Imery, Police Scotland's officer in charge of combating FGM. "We are doing a lot of information-raising in communities and among our own people. We are absolutely clear that this is a crime – it's child abuse.

"Our goal is always to intervene, because if there is a prosecution we have failed to stop it happening," she says. The force has worked with a local charity that works on the ground in Edinburgh and Glasgow but did not want to risk disrupting their work by being named. In some cases they have given the parents of at-risk girls a "health passport" -a letter that tells other family members in the family's home country of the harsh punishments for FGM in the UK.



"On more than one occasion I have had a phone call from a mother desperate to stop the procedure asking me to confirm with the matriarch of the family in Somalia that if they go ahead and cut the child then it is possible that the whole family would not get back into the UK. That has worked," said one outreach worker.

But not enough is yet being done, says Leyla Hussein, a survivor and campaigner who presented *The Cruel Cut* on Channel 4. Guidelines are not statutory, implementation is disjointed, funding is minimal, education is patchy, and nobody is holding anyone to account, she says. "Until we have a better system in place, I guarantee in 10 years' time we'll be having the same conversation," she says.

Yet, despite her frustration, she remains hopeful about the future. "I feel like I'm not alone in this battle any more," she says. "Attitudes are changing at last, but now we have to see a change right from the top, and we can finally put an end to FGM."

From a 2014 article in the Guardian by Alexandra Topping and Mary Carson

The full article + accompanying video clip can be found at:

<http://www.theguardian.com/society/2014/feb/06/female-genital-mutilation-foreign-crime-common-uk>

From Ken to Kirstie – a journey to womanhood

A Personal Story of Transgender sponsored by the Unitarian Women's Group at the GA

Ken, as she was, knew she felt like a girl from the age of 5. At around that age she asked her mum, 'Mummy, when will I have breasts like you? When will they start to grow? The answer was apparently simple, 'Don't be silly. Boys don't grow breasts like girls.'



This little boy would thereafter semi secretly borrow his mum's clothes and make up and dress up. But at 14 after being discovered by dad, a promise was extracted never to do so again – a promise mostly kept for more than 30 years. That's a long time to be something you are not. This is what struck me about Kirstie's journey –it was a very long and very difficult one.

Kirstie was a 'successful' man, married with three daughters and a Director in an Architects' Practice. But he was living a lie. He became increasingly depressed and extremely unhappy; these were called the wilderness years.

Eventually, he discovered the condition he had, it's called Gender Dysmorphia. Luckily, for Ken, his GP was supportive and ultimately found help at the Tavistock Clinic in London.

He then had to live a life of phases.

Phase 1 – living part time as a woman in the evenings and weekends.

Phase 2 – living full time as a woman – at work and at home.

Phase 3 – the physical transition (re-assignment) paid for by her and took place in Thailand.

Phase 4 – the legal change and gender recognition– her birth certificate was amended with just two but hugely significant changes from Ken to Kirstie and from Male to Female (from 'M' to 'F').

We learned about Kirstie's expensive fashion faux pas and she admitted some mistakes about her use of the toilets during Phases 1 and 2. The cost of the surgery in Phase 4 paled into insignificance compared to the cost of laser treatment to rid her of an unwanted beard. She's already spent 300 hours on hair removal and estimates a further 200 until it's gone. We also discovered that the hormone treatment she received, allows breasts to grow and skin to soften but not for the voice to become less deep. That comes from voice training and hard work.

I find it interesting, and upsetting, that Gender Dysphoria is a mental health condition. I remember that homosexuality was still a mental health condition until the early 1980's. As Kirstie reminded us, the transgender movement is about 30 years behind the 'Gay' one, so there's much work to do. Kirstie is hopeful as Social Media is being used to move the cause forwards more rapidly than the lesbian movement could ever have imagined.

Kirstie noted that the first transgender 'baptism' has taken place in a Unitarian Church. Our tradition for accepting all as they are is an important one; one that we should rightly be proud of.

I know that Kristie (and her new wife Dawn) felt very welcomed by all the General Assembly and I know she'd be happy to come and talk to your congregation to help spread understanding of her journey.

Alternatively, you can buy her book 'Just One Letter' 2nd Edition is available to buy with ISBN 978-1-4709-1803-3 (and a right good read it is too!). *Editor's Note: See Kirstie's own description of her book + cover below.*



Summary and thoughts by Jo O'Sullivan on the talk given by Kirstie McEwan for the Unitarian Women's Group at the General Assembly on 1 April 2016



I spent the best part of fifty years in total denial of my true gender. To the rest of the world, from birth to my mid-fifties, I was seen as male. Yet I knew that I was female. I start my story on the day I told my wife I was transsexual. The book progresses along two interlinked paths. One describes my early childhood and development into an adult, getting married and having children. The other path describes my journey of transition following the disclosure to my wife. It details the process up to and including my Sex Reassignment Surgery in January 2010 and the five years beyond. It details my receipt of a Gender Recognition Certificate and the issue of the new Birth Certificate, recording that all-important change of sex. The amendment is from the M on my original birth certificate to F on my new one, thereby giving the book its appropriate title.



We now have a Facebook group. This is a secret group, i.e. no one can see it or join it unless invited by the Group Administrator.

Everyone who was a paid up member as at October 2015 has been invited by email to join the group. Please don't suggest who else should join unless you are certain they are a fully paid up member.

To date, 24 have joined the group. There is room for more!!!

If you have not received an invitation by email to join the Facebook group AND you are a fully paid up member, please email Danielle Wilson (danielle@daniellewilson.com) and you will be added!!!

Our Facebook group was particularly appreciated recently by some members who wished to remember Sheila Jones.

President of the General Assembly 2016-17 Dot Hewerdine

The Executive Committee is pleased to announce that Dorothy (Dot) Hewerdine will be nominated for the position of President of the General Assembly 2016/17 at the Annual Meetings in April 2016. Dot was nominated by the Scottish Unitarian Association, Sheffield and District Association of Unitarian and Free Christian Churches and Cardiff Unitarians/Undodiaid Caerdydd.

Dot was born into a Unitarian family attending the Hunslet Unitarian Church, Leeds and was involved with the Unitarian Young People's League in Yorkshire. She went on to serve in many national roles across the Unitarian Movement, with a particular interest in the development and training of Lay Leaders and Ministers. She is chair of the Hibbert Trust and serves on the committee of Unitarian College Manchester. She is a former member of the Executive Committee. Dot is a long-standing member of Unitarian Women's Group.





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UNITARIAN WOMEN'S GROUP MEMBERSHIP SUBSCRIPTION FORM

NAME	
ADDRESS (LINE 1)	
ADDRESS (LINE 2)	
ADDRESS (LINE 3)	
ADDRESS – CITY/TOWN	
ADDRESS – COUNTY	
ADDRESS – POST CODE	
HOME TELEPHONE NUMBER	
MOBILE TELEPHONE NUMBER	
E-MAIL ADDRESS (important for communications)	

Subscription Fee: £15 per annum

Donation:

Cheque payable to: Unitarian Women's Group

Send to: Dorothy Haughton
Mallard
Crickheath
Oswestry
SY10 8BJ

Online: Email: haughton@mallard99.demon.co.uk – for bank details

DIARY



21-23 October 2016

UWG Annual Meeting @ Great Hucklow

* * *

October 2016 - UWG Annual Subs due for 2016/17

Please send to Dorothy Haughton, address in UWG Contacts box.

If you require a receipt, please send SAE with your payment.

* * *

Please join us & help by keeping your membership subscription up-to-date.

Membership year is October to September