THE NAVIGATORS UK LIMITED

England & Wales · Charity number 1099148

Details

Status	Registered
Legal form	Charitable company
Company number	04429021
Registered	2003-08-27
Register	View on the Charity Commission register

Contact

Address	The Navigators UK 54 The Avenue Southampton SO17 1XQ
Phone	02380558800
Email	info@navigators.co.uk
Website	www.navigators.co.uk

Activities

Objects: THE ADVANCEMENT OF CHRISTIAN RELIGION IN THE UNITED KINGDOM AND OVERSEAS THROUGH EVANGELISM, TEACHING, MENTORING, TRAINING, AND THE PRODUCTION AND DISTRIBUTION OF MATERIALS AND BY SUCH OTHER MEANS BEING CHARITABLE AS THE ORGANISATION SHALL DETERMINE.

Activities: The advancement of Christian religion in the UK and overseas through evangelism, teaching, mentoring, training and distribution of materials and by such other means being charitable as the organisation shall determine.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations
- **What:** Education/training, Religious Activities
- **Who:** Other Defined Groups

Downloaded from opencharities.uk/ew/1099148

Geography

- **Area of benefit:** IN THE UNITED KINGDOM AND OVERSEAS
- Australia
- Canada
- Ethiopia
- France
- Germany
- Ghana
- Hungary
- Ivory Coast
- Kenya
- Mali
- Netherlands
- Niger
- Nigeria
- Norway
- Poland
- Scotland
- South Africa
- Sweden
- Tanzania
- United States
- Cardiff
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£1,835,701	£1,929,865	£1,901,338	6
2023-08-31	£1,720,851	£1,850,006	£1,973,167	5
2022-08-31	£1,717,781	£1,773,292	£2,101,524	5
2021-08-31	£1,531,047	£1,524,869	£2,154,886	4
2020-08-31	£3,049,035	£1,533,717	£2,148,708	4

Downloaded from opencharities.uk/ew/1099148

Trustees

Name	Role	Appointed
SIMON NEVILLE WROE	Chair	2015-11-26
Alison MacLeod Craig		2022-04-20
Dr Alistair David William Jones		2020-11-26
Dr Baba Psalm Duniya Inusa		2024-02-12
Dr Susan Gibson-Smith		2024-10-21
Helen Laura Heron		2020-04-07
Stephen Nicholas Wexler		2023-06-26
Sze-Meng Kueh		2020-07-23

Downloaded from opencharities.uk/ew/1099148

THE NAVIGATORS UK LIMITED

England & Wales - Charity number 1099148

Accounts

Annual Report

navigators

'23 '24

Investing in the few for the sake of the many

The Navigators UK Ltd
Registered Charity 1099148 (England & Wales), SC038484 (Scotland).
Company limited by guarantee 04429021
54 The Avenue, Southampton SO17 1XQ

navigators.co.uk

Contents

1 THE BIG PICTURE: a letter from our Chair of Trustees

3 INVESTING IN THE FEW FOR THE SAKE OF THE MANY:
a message from our National Director

- Our Calling
- Five Strategic Outcomes

8 MOBILISING AN ALONGSIDER MOVEMENT

1. Through our People
2. Through Resources, Training & Events
3. Through Leadership and a Core Support Team

17 FINANCIAL REVIEW

22 STRUCTURE, GOVERNANCE AND MANAGEMENT

24 REFERENCE AND ADMINISTRATIVE INFORMATION

26 STATEMENT OF TRUSTEES' RESPONSIBILITIES

27 INDEPENDENT AUDITOR'S REPORT

31 STATEMENT OF FINANCIAL ACTIVITIES

32 BALANCE SHEET

33 STATEMENT OF CASH FLOWS

34 NOTES TO THE ACCOUNT

The Big Picture

a letter from our Chair of Trustees

Simon Wroe

Thank you for taking the time to read our annual report and accounts. We hope it provides a good picture of the work that we do as a charity and how, in the words of Jesus, it 'builds the Kingdom of God'. The work described in this report is carried out by our representatives and members of our wider network and is only made possible through the partnership of those who support us financially and in prayer.

If you are reading this because you are already a part of that story, thank you! If reading this story inspires you to get involved, then please do look at our website or speak to one of our team.

The map on the next page showing the locations we are working gives you a sense of the diversity of Navigator work across the UK. At 31 August 2024, there were 102 representatives and associate representatives working with the Navigators UK, including four new representatives who joined us over the course of the year. Around a third of our representatives ministered to university students in ten UK cities, with a particular ministry to international students in some of these universities. Other representatives are involved in the leadership of the projects described in this report and ministering in their local communities.

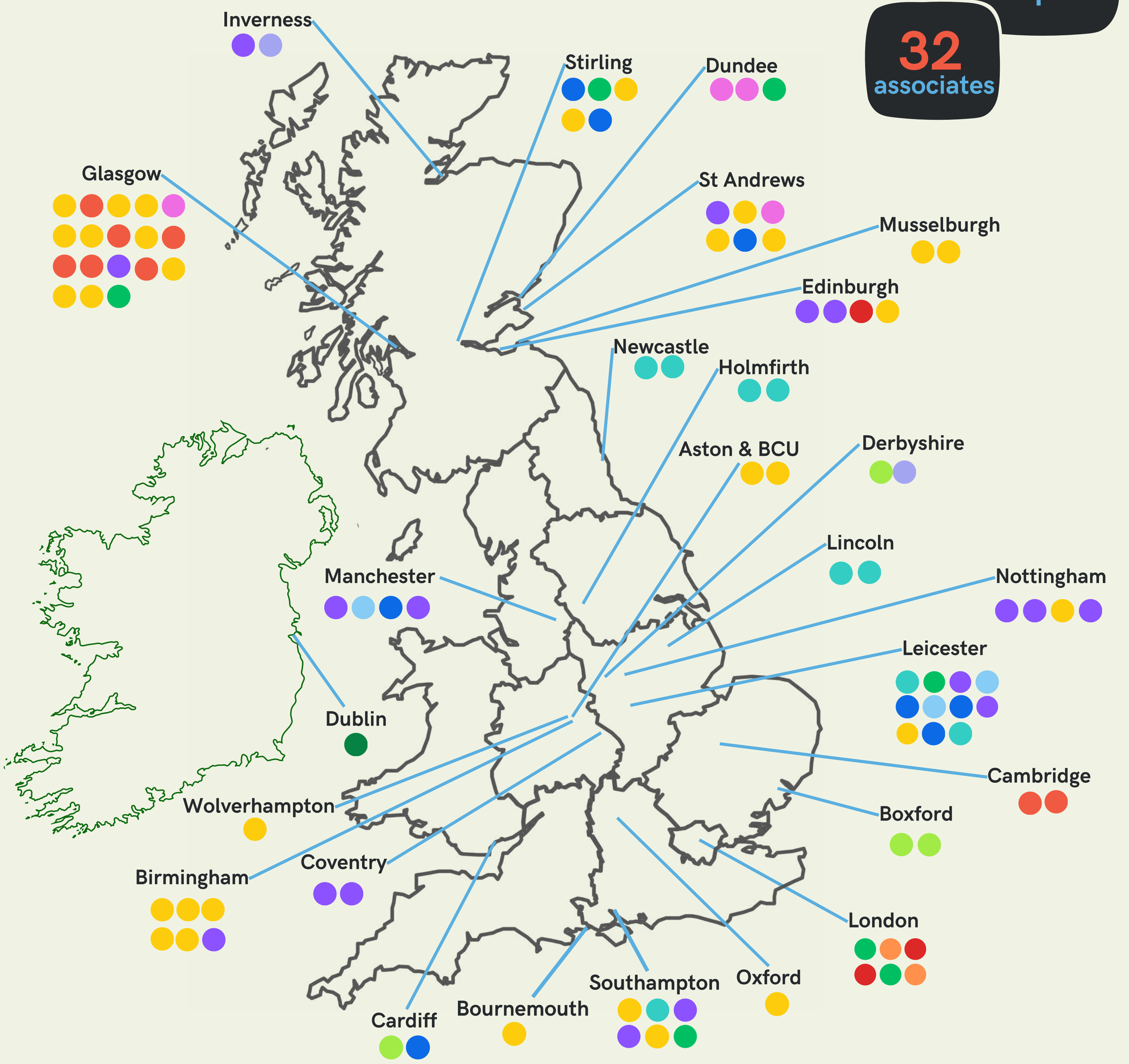
Off the edge of the map, UK representatives continue to work in Poland, France and Asia and we have one representative who makes frequent trips to Africa to support the work there.

One of the most exciting developments this year has been the launch of our Navigator Network Member scheme which is allowing us to equip and support people who share our vision of getting alongside others and seeing what God can do. We hope as this network grows that it will act as a significant multiplier to the work already carried out directly by our representatives and associates, allowing far more people to hear the gospel, become disciples and in turn disciple others. If you are not yet a member of the Navigator Network, I would encourage you to consider joining us as we respond to Jesus' great commission in homes, communities, workplaces and universities across the country and beyond.

Our staff across the UK

70 reps

32 associates



KEY

- Student
- Community ministry
- Local church
- City collective
- Cross cultural
- Leadership
- International missions
- Young people
- Second Half Living - aged 50 and over
- Young families
- Young professionals
- Entrepreneurs
- Ireland project

25+ cities

70 years of disciplemaking

350 members

1,945 receiving Discipleship Weekly

10s of thousands impacted

Investing in the few for the sake of the many

a message from the National Director

Numbers don't always effectively capture Kingdom impact – depth of faith and maturity are hard to measure. We believe in reaching the many by investing in the few. What did Jesus say was the primary reason that the Gospel was not advancing?

It wasn’t money (although that helps).
It wasn’t opposition (though that is real).
It wasn’t the resistance of the culture (although we feel that).

It was people – a lack of people who would be the bridge between Jesus and the broken world.

Phil Boydell National Director

Our mission as Navigators since our start in 1933, and our work of developing the ‘follow up’ for the Billy Graham Crusades of the 1950s onwards, has been to raise up people - everyday people who would be fruitful in their faith with those around them.

All that we do is seeking to fulfil our vision of raising up a ‘vital movement of the gospel…workers for the kingdom are next door to everywhere’. This coming year (2025) marks 70 years of the Navigators in the UK. It is a moment in our history to give thanks to the Lord for the past and evaluate our impact, but also look forward to what we believe God wants us to do in the years ahead.

Billy Graham and Dawson Trotman

Looking back, it has been said by some that the Navigators is ‘the most influential mission organisation you have never heard of’. Find a Navigator and you will find someone quietly walking deeply in relationship with everyday people seeking to raise up disciples who make disciples where God has placed them.

But, if we are going to raise up ‘labourers for the harvest field’, we believe that it is vital to share this vision more widely, so that others can follow in Jesus' footsteps, investing deeply in a few disciples in such a way that they go on to do the same.

We believe that to have lasting impact you need to invest deeply in the few for the sake of the many. God uses many things to grow his people through his Spirit – great teaching, resources, local churches, but our conviction is that without personal relational investment, God’s people struggle to grow to the maturity that they would otherwise do.

Matt 9:37

"the harvest is plentiful, the workers are few, ***ask the Lord of the harvest to send out workers*** *into the harvest field”.*

We are deeply thankful that our impact has touched countless local churches in the UK over the decades, provided whole generations of church leaders, and brought about fruitful Christian lives across the nation.

But as we look forward, we long for more labourers for God - more people actively engaged in God's mission of both reaching the lost and building believers for fruitfulness.
This is reflected in our tagline:
'Get Alongside someone see what God can do'.

Our Calling

'To advance the gospel of Jesus and his kingdom through spiritual generations of labourers (alongsiders) living and discipling together among the lost'.

Relationship with God
Core Values

1. The passion to know, love, and become like Jesus Christ.

2. The truth and sufficiency of the Scriptures for the whole of life.

3. The transforming power of the gospel.

4. The leading and empowering of the Holy Spirit.

5. Expectant faith and persevering prayer rooted in the promises of God.

6. The dignity and value of every person.

7. Love and grace expressed among us in community.

8. Families and relational networks in discipling the nations.

9. Interdependent relationships in the Body of Christ in advancing the Gospel.

Relationship with Others
Core Values

get alongside someone & see what God can do

Five Strategic Outcomes:

In September 2023, we agreed to focus on five Strategic Outcomes which we are seeking to achieve through our work in the period of 2023-2030. These are:

The CORE: Vision

We see a vital movement of the Gospel, fuelled by prevailing prayer, flowing freely through relational networks and out into the nations. Workers for the Kingdom are next door to everywhere!

Alongsiders who live out our CORE: Calling

'To advance the gospel of Jesus and his kingdom through spiritual generations of labourers (alongsiders) living and discipling together among the lost'.

The 5 Outcomes

Alongsiders mobilised across all generations	Missional communities established that live & disciple 'among the lost'	Engaging, equipping & partnering with the wider UK church in the Alongsider vision	The next generations engaged with & reached	A new generation of leaders identified, equipped & commissioned

Mobilising an Alongsider Movement

Our vision is a 'Movement of Alongsiders', an army of thousands of everyday people who are equipped to make the difference for the Gospel where God has placed them - families, communities, local churches, workplaces. All we are doing through the three areas below are aimed at this single goal.

1. Through our People

2. Through Resources, Training & Events

3. Through Leadership and a Core Support Team

1. Through our People

we create disciple-making communities across the UK.

a) Student Ministry

Through our ten student ministries across the UK engaging hundreds of students we seek to engage non-Christians and grow a whole new generation of disciple-makers. We believe our critical contribution is the raising of disciples of depth who will be the 'Oaks of Righteousness' (Isa 61) for the next generation.

We invest deeply in the few for the sake of the many. We are seeking to significantly expand the number of campuses we engage with over the next few years.

b) City Collectives

Launched in March 2024, we now have 7 cities across the UK that are pioneering these 'collectives'. They are aiming to gather and mobilise people to the Alongsider vision across these city locations. City collectives provide a context for multiple other pilot ministries such as engaging the 20s generation, workplace, arts, community and local church ministry. We are seeking to see a significant expansion of City Collective locations over the next 5 years.

c) Diaspora Navigator Communities

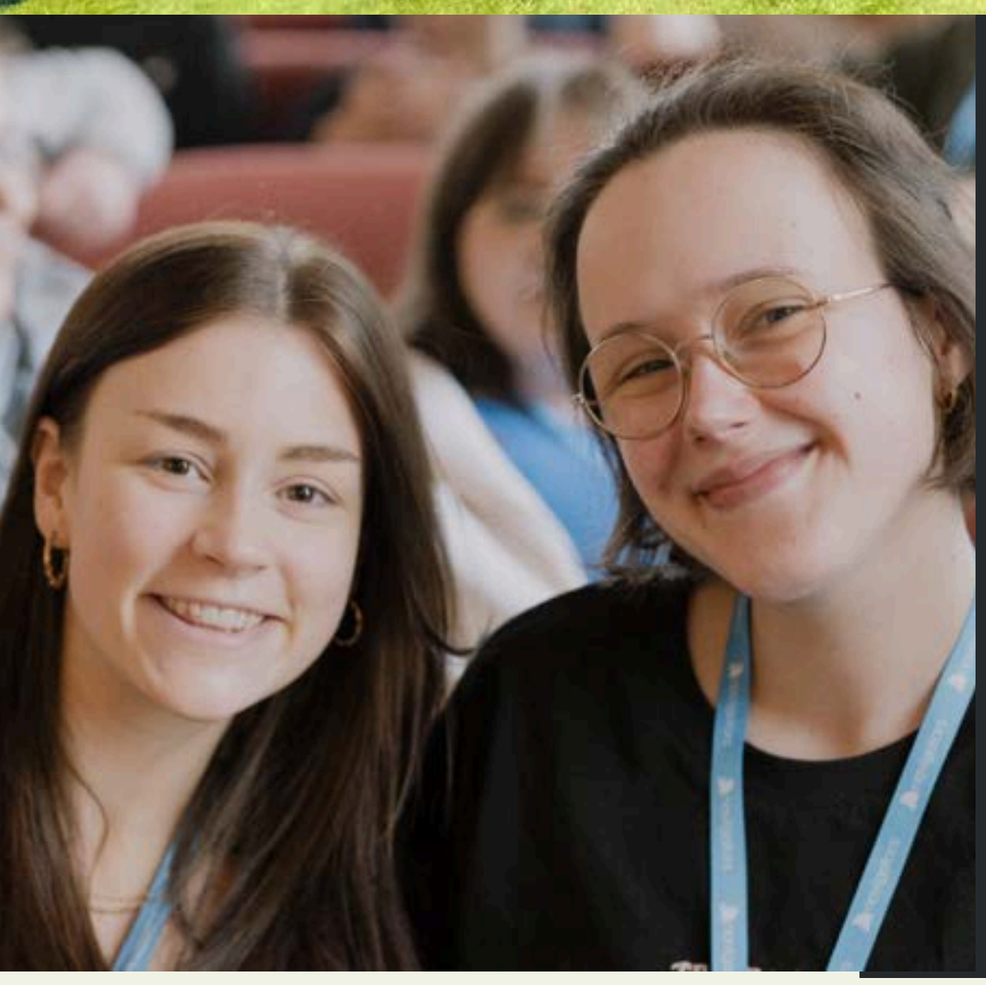
We engage and resource hundreds of people who are Navigators trained Alongsiders who have come to live and work in the UK. This is a thrilling development where we are supporting hundreds of passionate and faith-filled labourers for the gospel moving into the UK.

d) Local Church partnerships

We have a number of church partnerships throughout the UK where our people are making a significant impact in raising up disciple-makers through the local church.

e) Crossing Cultures

The UK is a multi-cultural nation - we have people and expertise in crossing those cultural divides in order to bring the life-changing truth of Jesus.



f) International Missions

We have people in key locations around the world including France, Poland, Italy, South Asia. We also partner with Navigator movements around the world and support their work and recently released two of our key leaders to work in the wider European work of the Navigators - Bernard Dishman and Tim Forester.

g) Navigators Entrepreneurs Community

We believe that one of the primary ways in which the Kingdom of God will be displayed and advanced in this next generation is through ordinary Christians setting up businesses that shine the light of Jesus in our hungry and broken world. Set up in 2021 the community gathers over 60 businesses to share vision, resources and encouragement as to God's work through their lives and businesses.

h) NavMums

A dynamic gathering of mums who are being equipped to see the Gospel spread through their families and relational networks.

i) Community Ministry

We have a number of people whose primary calling is to disciple others within the communities which God has placed them.

2. Through Resources, Training & Events

we provide resources through which we seek to mobilise everyday people to disciple-making ministry where God has placed them.

a) NavNetwork Membership

Our Membership program (launched in March 2024) is aiming to connect and resource thousands more disciple-makers. The program connects people with events, city collectives and online (called "Member Modules"). Our first module was launched in Sept 2024 and we hope to see significant increases in the number of people engaging with these modules in the years to come.

In the first six months of Membership being launched we recruited 250 new members and hope that in the first year we will have recruited 400. We view NavNetwork Membership as a key resource for mobilising the UK church to the disciple-making vision.

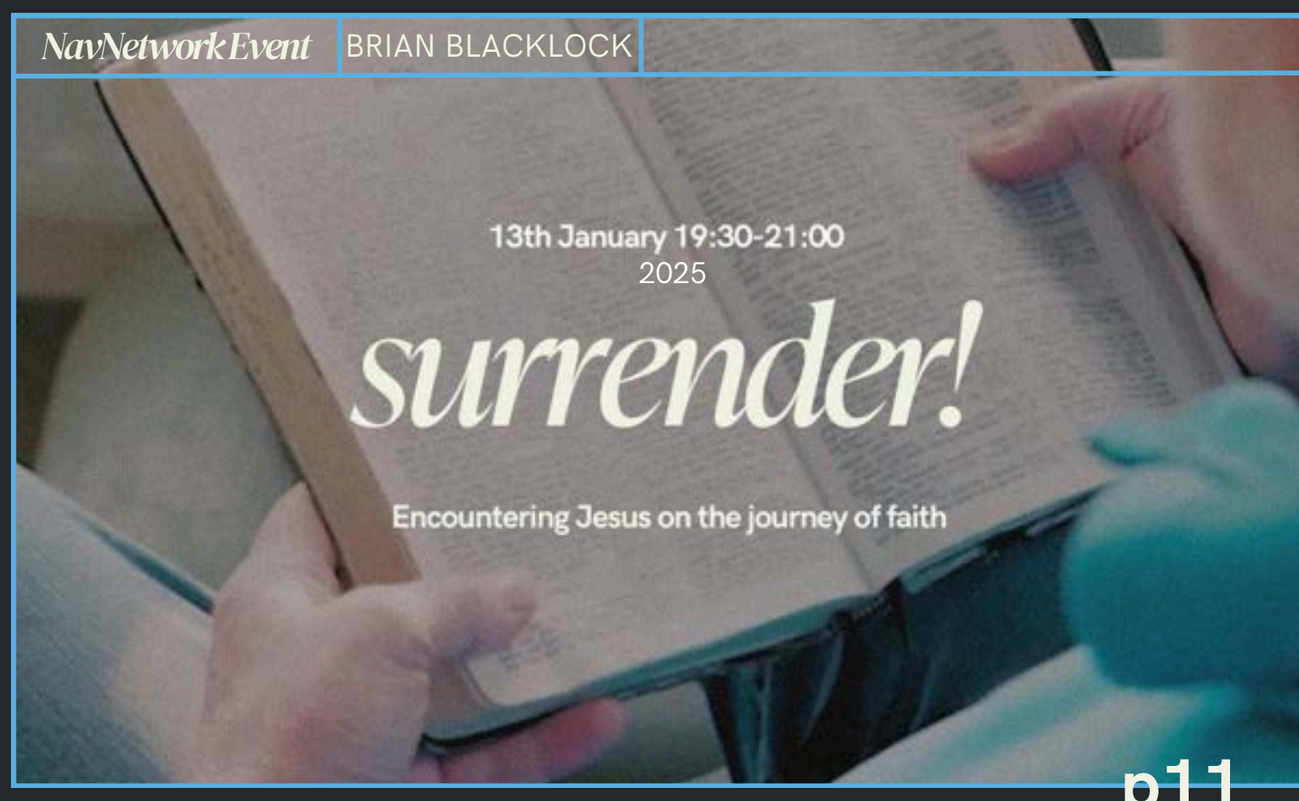
Developing a Rule for Life
Owning your own growth and learning to abide
NavNetwork Module | ROSALYN BOYDELL

Sowing Gospel Seeds
NavNetwork Module | PAUL HARINGMAN

The Nations Within
NavNetwork Module | TOM & JUDI WALSH

b) NavNetwork Online Events

NavNetwork online events are held three times a year and they provide a 'shop window' for our heart and vision to the wider church. Each event gathers around 150 people and we have impacted almost a thousand people with these events since we started in 2019.



c) Connect Internship

Our 1 or 2 year full-time internship with the Navigators for the 20s generation. This is a critical program for investing deeply in young people – 'investing in the few for the sake of the many'.

These young people participate in our national Connect Training program and are placed in 'ministry placements' where they learn 'on the job' the heart, character and skills for disciple-making ministry.

In 2023/24, we recruited 9 interns for the 24/25 intake and we are aiming to have a cohort of 20 full time interns by 2030.

We are very grateful for the support of our individual and trust partners who have allowed us to begin offering grants to all young people taking part in this programme.

2024/25
9 interns

→

2029
20 interns

d) National Conference

We gathered over 220 people from across the UK in Harrogate in March 2024 for a wonderful weekend of disciple-making training. This is a strategic gathering of the 'movement' every year and is critical to our future. We aim to have up to 400 attendees at our April 2025 National Conference as we celebrate our 70th anniversary.

e) Summer School

A 5 day discipleship school for the 20s generation in Scotland each year - taking a generation of young people deep into the implications of the gospel and encouraging them to live it out. The opportunity to impact this cohort over the 15 years of its existence has been wonderful and has been a significant factor in the recruitment of new interns and representatives.

f) Men's ministry

In Glasgow and Edinburgh the Navigators have played a leading role in the "faith at work" initiative, aimed at resourcing and equipping disciple-makers in the first ten years at work. These have led to the opportunity to run two men's retreats, which have helped increase the confidence of those attending to share, speak and teach their faith to others.

g) Short term missions

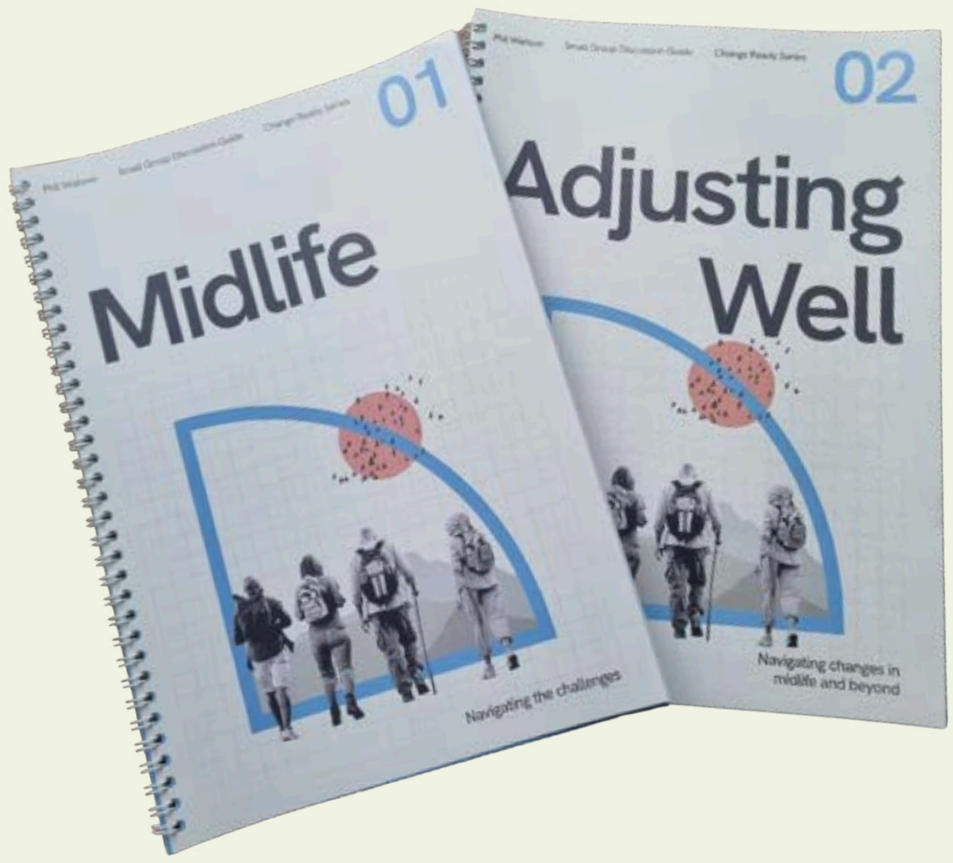
Short term mission programmes over the summer provide experience of cross-cultural mission, which is an important part of training for ministry in the UK as well as those considering a call to ministry overseas. Over the summer, groups travelled to Norway, Hungary, Italy and Slovakia.

Resources

Alongside Magazine is changing the conversation about disciple-making in the UK church. This magazine envisions, encourages and equips alongsiders,sharing. stories of relationships rooted in Christ and inviting people into this beautiful way of life.

Discipleship Weekly provides 1,945 people each week with inspiration and encouragement in their disciple-making through their email inbox.

The Alongsider Course: We have completed 2 pilots of a key new resource for the UK church called The Alongsider Course which we anticipate filming into a small group resource in spring 2025 for release in early 2026.



Second Half Living is a ministry focused on helping people make disciples in the complexity of the second half of life. This year saw the launch of our first Change Ready Resource – an innovative small group resource that seeks to help people be 'fruitful in the second half of life'.

Our website, social media and publications are key resources for engaging people in our vision and equipping them with the skills they need from leading a small group to helping others take 'Time Out with God'.

3. Through Leadership and a Core Support Team

a movement of alongsiders always requires a nimble and effective organisation that enables all of the ministry activities to flourish.

Leadership of our work is collaborative and participatory, with operational leadership being provided by the National Directors Team who work closely with the board of trustees and with a wider National Leadership Council drawn from across our movement. Over the year all three groups have been engaged in the development of a medium term plan and financial strategy for the next five years, focusing on ensuring that the Navigators has the plans and resources in place to achieve the outcomes described above.

National Directors team:

Phil Boydell

National Director

Stu Newland

Assistant National Director (Scotland/Ireland focus)

(to December 2023)

Mike Spencer

Assistant National Director (England/Wales focus)

Adam Simmonds

Assistant National Director (City Collectives focus)

Rosalyn Boydell

Assistant National Director (Comms, Resources and Eldership focus)

Nick Baker

Finance and Strategy Manager

Our Core Support Team plays an essential role in supporting the flourishing of our work at the grass-roots. From processing over a thousand bank transactions each month to organising our National Conference the team provide incredibly efficient support to the governance and administration of our work. This is an even greater achievement when you consider that even after the appointment of a new job share role in June the team is still the equivalent of three and a half full time roles.

The three staff members and an intern who make up our Communications Team are the engine room behind Alongside Magazine, Discipleship Weekly, our new resources and all of the communications that connect a movement of people together.

Core Support and Comms teams:

Naomi Sebborn
Operations Manager

Cecilia Kovacs
Relationships Executive

Leila
Administrative Officer

Holly Price
Commissioning Editor

Mark Girvan
Comms Manager

Nathan Lang
Communications and Marketing Associate

Suzie Nelson
Events Executive

One other key team is our new People Team, drawn from both members of the Core Support Team and our front line representatives. They play a key role in how we support our representatives in their ministry and this year they have led a project to renew our supervision systems. We also have a Ministry Partner Development team who are dedicated to supporting our representatives grow a network of ministry partners who understand and share our calling to mobilise a movement of disciple-makers.

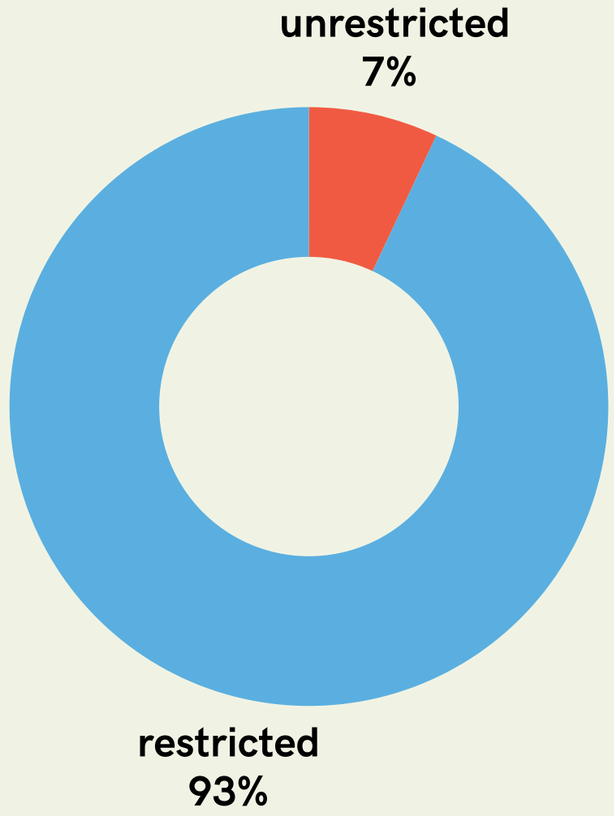
Financial Review

a report from our chair of the Finance Committee

Reviewing our finances always makes me grateful for God's provision and the generosity of His people. The heart of our finances are our 1,257 ministry partners who partner with one or more of our representatives. These faithful long term partnerships provide support to our work through prayer and financial giving which enables our representatives to sustain themselves in mission and provides a stable core to our finances. If you are one of one of our ministry partners reading this, thank you!

This year marks the first year of a new five year financial strategy. One key aspect of this is that currently of the donations and grants we receive, £1.56m is restricted to support particular workers or ministries and our challenge is to increase these unrestricted funds to allow us to continue investing in our wider work, particularly in developing the discipleship resources we produce to equip a wider movement of alongsiders.

A second key aspect is investing in the next generation of workers who are committing their lives full time to our work. We have established the Next Generation Fund and we are grateful for the contributions we have received this year from individual supporters and grant making bodies which has given us the funds needed to offer ten Connect Interns grants for the 2024/25 financial year.



The balance sheet summarises our financial assets, and shows total net assets of £1,901,338, a reduction of £71,829 during 2023/24. There are no funds in deficit in the accounts. The key causes of this change was an investment in the charity's operations from unrestricted reserves of £77,960. This was less than budgeted for thanks to the generosity of individual donors and grant making partners.

Income

Voluntary donations and grants were £1,482,154 (2023: £1,409,728). In addition the charity also recovered gift aid of £202,561 (2023: £183,136). This represents an increase of 5.1% in voluntary income excluding legacies. This reflects an increase in the charity's central fundraising activities as part of its long term plan to move away from deficit budgets and also continued emphasis on a Ministry Partner Development programme to support the funding of our representatives' work.

Most of our voluntary income is restricted by the donors to support the ministries of particular Navigator representatives or projects. An 8% shared services contribution is levied on restricted gifts to help fund the activities by the national office to support the work of our frontline team.

Despite the ongoing national economic challenges, the overall income picture is one of building on a stable base and the trustees are very grateful for the faithful generosity of our supporters. They are continuing to actively monitor the monthly income for the support of individual Navigator representatives and for our general funds. If there are indications that particular Navigator representatives are suffering hardship as a result of a fall in income, the Charity has made short-term discretionary grants to these representatives.

Expenditure

The bulk of our expenditure continues to be payments made to support the ministries of self-employed Navigator representatives working in the UK and abroad.
The Navigators UK's principal areas of expenditure to achieve our charitable objectives for the public benefit are:

Supporting People and Projects

The support of self-employed Navigator representatives who are funded by donations made for their ministries. Within the UK these representatives are currently helping people to live out and pass on the Christian faith in a variety of contexts and situations, including university students, those in their early working life who have graduated from our student ministries, those beyond 50 years of age, those of different cultures living in the UK, and church small groups and leaders. Some of our representatives do similar work in other countries, mostly in Europe but also in Africa, the USA and Asia.

National and Regional Initiatives

National and regional initiatives that build on the work of individual representatives and self-funding associates, including communications to equip and encourage the wider movement and the development of new discipleship resources for use both within the Navigator movement and by individuals and churches, and the provision of short-term overseas trips to provide younger Christians with experience of living and working in a cross-cultural context.

Training and Development
Initiatives for the training, development and care of Navigator representatives and associates, including a graduate programme called Connect, and a NavEquip course for those wishing to develop a longer term association with the Navigators UK.

Events
Events to connect and envision friends and supporters. These range from our flagship National Conference to events for students, emerging leaders and entrepreneurs.

Unrestricted funds (including the 8% shared services contribution) were used to fund ministries and projects and to cover the central support costs of the national office and governance. These central support costs were £301,408 (2023: £245,620). The increase in these costs reflects the impact of inflation on operating costs, and continued investment in our central services and communications team as we seek to equip and support a wider membership of people sharing our vision for sharing the gospel with those God has put them alongside.

Investment Policy

The majority of investments are maintained in a low-risk liquid position with competitive interest. In addition £200,082 is held in the CCLA COIF Ethical Investment Fund to better protect the charity's strategic reserves from inflation. The placement of the remaining funds has been reviewed to maximise interest rates and is now divided between the CCLA COIF Charity Deposit Fund, a variety of notice accounts protected by the government Financial Services Compensation Scheme and the remainder held with the charity's principal bankers. The amount invested, the spread over institutions and the interest rates earned are regularly reviewed by the Finance Committee of the board.

Reserves Policy

Unrestricted funds are held in general funds to meet the costs of future ministries and projects and to underwrite current activities. Monitoring of reserve levels, resultant budget setting and review of actual financial performance are reviewed by both the Finance Committee and the board.

Key elements of our reserve policy:

- Unrestricted free reserves (defined as unrestricted funds excluding designated funds) are held to protect against a sudden and catastrophic fall in donations and/or related tax relief. This is in order to protect the work of our representatives and enable the Charity to continue operating in the short term whilst evaluating and exercising options for survival or cessation and is consistent with good practice.

- Both minimum and maximum reserve levels are calculated to be used when monitoring performance and setting future budgets. These calculations use varying percentages of the next year's budgeted costs for a minimum and maximum time period plus provision for an emergency fund, as set out below.

- Target unrestricted free reserve levels are expressed as a range calculated on the basis of
  100% of staff costs for 3-9 months
  100% of non-staff based central administrative costs for 3-9 months
  100% of central ministry costs for 3-9 months
  30% of average Navigators UK representative support for 3-6 months
  Emergency support of staff/representatives in exceptional circumstances (minimum £25,000 and maximum £50,000)
- We seek to stay broadly around the midpoint level of this unrestricted free reserve range and to never drop below the minimum.

Our current reserve position and projections:

- Calculated target reserves under this policy based on 2024/25 budgeted costs result in a maximum unrestricted reserve level of £533,386 and a minimum unrestricted reserve level of £232,340 (giving a midpoint target of £382,864).

- At the end of 2023/24 free reserves stood at £312,246. During the year the board carried out a five year budgeting exercise and made the decision to release equity from the charity's London property during the 2024/25 financial year to allow for continued investment in the charity's activities over a five year period. The strategies that have been put in place to increase unrestricted income have contributed to this year's better than budgeted income and give the board confidence that there is considerable scope to further increase unrestricted income generation over the period of the five year financial plan.

- The trustees have therefore felt confident to set a deficit budget of £158,928 for the 2024/25 financial year, supporting the continuing development of the charity's work. To reflect their duty to act prudently the trustees have continued to take a cautious approach to the forecasting of income, however they have set a more ambitious fundraising target that would lead to a considerably smaller deficit if achieved. During the year the trustees will carefully monitor fundraising performance while carrying out a review of the charity's financial strategy to ensure that a sustainable strategy is in place to provide financial support to the charity's long term operations.

Size of unrestricted reserves compared with reserve margins

This graph represents the Charity's historic reserves margins.
In 2023, the board reviewed the reserves policy, resulting in a widening gap between the minimum and maximum positions and the 2024/25 budget includes an allowance for a small cohort of self employed staff to become employed, increasing reserves requirements.

Fundraising Activity

The Charity's fundraising approach is based on building personal relationships with donors and potential donors, inspiring those who share our goals to want to partner in our work both financially and through prayer. Self-employed Navigator representatives are responsible for raising funds for the Charity that can be used to support the costs of their ministries; the Charity can provide them with information packs and fundraising materials to help them in this.

During the financial year the Charity has increased its efforts to identify grant making bodies willing to partner with us in our work, and has added a part-time member of staff to the team to support this work. We already have cause to be grateful for some of the opportunities this has provided and look forward to continuing to develop this aspect of our work.

Fundraising to support central Charity costs is co-ordinated by a core group including members of the NDT and staff members and is overseen by the trustees' Finance Committee. The Charity does not use commercial fundraisers.

Supporters are thanked appropriately and their data is kept secure. We do not sell or share supporter data for marketing purposes. We have not received any complaints about our fundraising activity.

Going Concern

In the light of the continuing generous support of our donors and the charity's strong balance sheet and reserves, the trustees are confident it is appropriate to prepare the annual accounts on a going concern basis.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Navigators UK is a company limited by guarantee with charitable status which was incorporated on the 1st May 2002. In the event of the company being wound up, the members are liable to contribute such an amount as may be required (not exceeding £10) in respect of the guarantee. The Charity was registered in Scotland in July 2007. The governing document is its Memorandum and Articles of Association, these were amended by a special resolution in August 2024 to update them in line with the latest Charity Commission guidance.

Appointment of Trustees

Trustees are appointed by the board after prayerful consideration of candidates, the needs of the Charity and the potential contribution of new trustees. When new trustees are being sought, board members, representatives and associates are invited to suggest individuals and the board decides who to approach and invite to consider becoming a trustee. In order to familiarise themselves with the ethos, aims and activities of the Charity, potential trustees are invited to attend a board meeting as observers before being invited to join the board. Potential trustees are interviewed by at least two board members and two references are taken up prior to their appointment If the individual is willing to be a trustee they are elected by the board and formally invited to join. New trustees are encouraged to attend training seminars and all trustees are invited to attend the annual National Conference.

Organisation

Responsibility for the governance of the Charity lies with the board of trustees, which meets at least three times a year. The board has established a Finance Committee, which met three times last year and comprised three trustees and the National Director, with responsibility for budget setting, monitoring of income and expenditure and the overview of the year-end accounts and audit. The board has also established a Representative and Pastoral Committee, which met three times last year and comprised three trustees and a member of the people team; this committee deals with pastoral matters relating to representatives and associates in order to better aid the fulfilment of trustee responsibility in these important areas. During the year one new trustee was appointed.

The board see it as part of their responsibility to be in direct contact with the representatives and associates around the UK in order to be aware of the developments in the ministry and the needs and opportunities that arise. Trustees are encouraged to attend local Navigator events and meetings to have contact with representatives, associates and supporters when this is possible.

Operational responsibility for the ministry of the Charity is entrusted to the National Director, supported by the National Director's Team. The National Director and all the other Navigator representatives are self-employed and work in association with the Charity to provide ministry services to enable the Charity to fulfil its objectives and related activities. Such services are set out in formal ministry agreements, which are regularly reviewed. The Charity employs a central services team of five (3.5 Full Time Equivalents) with responsibility for operations, human resources, financial management, events and fundraising. Three other staff (1.73 FTE) supported by an intern have responsibility for managing and delivering the Charity's communications to representatives, associates, supporters, trustees and the wider community and the production of resources.

Navigators UK belongs to the European Navigator region (NavEurope) and is part of the worldwide Navigator partnership, which has its international office in Colorado Springs, USA. Members of the Core Support team provide support to NavEurope with accounting and administrative support to the Regional Director. NavEurope is charged for these facilities and support. The aims and objectives of NavEurope are very similar to those of Navigators UK but they work in a wider European context.

Related Parties

None of the trustees receive remuneration or other benefit from their work with the Charity. The opportunity to declare any potential conflicts of interest is presented at the commencement of each board meeting.

Risk Management

The trustees continue to identify the major risks to which the organisation is exposed and ensure that risk is managed to a satisfactory level. Risks are identified and reviewed during the regular programme of board and board Committee meetings, where existing and new ministry activities, financial developments and regulatory changes are considered in the context of the risk they bring to the organisation. Once identified, risks are formally documented within a Risk Register and, where appropriate, controls are implemented so as to seek to reduce the residual risk to an acceptable level commensurate with the Charity's resources.

The principal risks identified relate to the impact of macro-economic conditions on fundraising, reduction in reserve values due to poor investment decisions, the impact of pandemic illness on relational ministry and current legislative uncertainties around the definitions of employment status.

A process of monitoring income levels for both individual representatives and central funds was put in place during the Covid-19 process and this has been kept in place to allow early identification of any significant reduction in donations due to the current economic situation.
In common with many charities with a small number of employees, the loss of key office staff through illness or resignation poses a risk to the day-to-day functioning of the Charity. The trustees have in place measures to detect emerging issues in good time but accept there will still be a residual risk.

In relation to employment status, the trustees have continued to review the legislation and recent court judgements and take professional advice. In 2024/25 a review of all individual working relationships will be carried out to ensure that all team members are in the most appropriate legal relationship with the charity.

The trustees continue to ensure a regular focus on our reserve levels as an integral part of our budgeting process.

Reference and administrative information

Charity Registered in England & Wales No.	1099148
Charity Registered in Scotland No. Company No.	SC038484 04429021
Registered Office	Turner House 54 The Avenue Southampton SO17 1XQ

Key Management Personnel

Key management personnel for the 2023/24 financial year comprised the trustees and the National Director's Team.

Trustees

The trustees, who are also directors for the purposes of Company law, who served during the year and since the year end are:

S Wroe*† (Chair)
L de Caestecker (to 23/03/2024)
A Craig
H Heron†
P Inusa (appointed 12/02/2024)
S-M Kueh*
A Jones†
S Wexler*

*Finance committee
†Representative and pastoral committee

National Director's Team

P. Boydell – National Director
N. Baker
R. Boydell
S. Newland (to 31/12/2023)
A. Simmonds
M. Spencer

Advisors

Bank

NatWest plc
5 Market Place
Kingston upon Thames
KT1 1JX

Solicitors

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

Auditors

Burton Sweet Ltd
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Statement of Trustees' Responsibilities

The trustees (who are also directors of The Navigators UK Limited for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to make themselves aware of that information.

Signed on behalf of the board of boards

Simon Wroe

Simon Wroe - Chair

Date 2/12/2024

Independent auditor's report to the members of The Navigators UK Limited

Opinion

We have audited the financial statements of The Navigators UK Limited (the "Charity") for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 August 2024 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulation 2006 (as amended).

Basis for opinion

We conducted out audit in accordance with international Standards in Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.
Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.
Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If based, on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report the fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the directors' report has been prepared in accordance with applicable law requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us;

- the financial statements are not in agreement with the accounting records and returns;

- certain disclosures of trustees' remuneration specified by law are not made; or

- we have not obtained all the information and explanations necessary for the purposes of our audit; or

- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- we identified the laws and regulations applicable to the charity through discussions with those charged with governance and other management, and from our knowledge and experience of the sector;

- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements of the operations of the company, including the Companies Act 2006, taxation legislation and data protection, anti-bribery, employment, pensions, environmental and health and safety legislation; and

- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management, inspecting legal correspondence and remaining alert during the audit for any indications of non-compliance.

Our audit procedures in relation to fraud included but were not limited to:

- making enquiries of those charged with governance and other management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;

- discussing amongst the engagement team the risks of fraud;

- gaining an understanding of the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

- testing journal entries to identify unusual transactions;

- assessing whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and

- investigating the rationale behind significant or unusual transactions.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditors/audit-assurance-ethics/auditors-responsibilities-for-the-audit. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)c of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state in them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Joshua Kingston ACA (Senior Statutory Auditor)
For and on behalf of Burton Sweet Limited
Statutory Auditor
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 02/12/2024

Statement of Financial Activities for the Year ended 31 August 2024

(Including Income and Expenditure Account)

	Note	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	2024 Total £	2023 Total £
Income from:						
Donations and legacies	2	119,995	-	1,562,114	**1,682,109**	1,592,864
Charitable activities	3	86,735	54,499	-	**141,234**	116,834
Other Income		260	-	-	**260**	-
Investments		12,098	-	-	**12,098**	11,153
TOTAL		219,088	54,499	1,562,114	**1,835,701**	1,720,851
Expenditure on:						
Charitable activities	4					
Payments to representatives and projects		103,334	-	1,399,092	**1,502,426**	1,487,910
National and regional initiatives		198,754	42,334	7,209	**248,297**	234,108
Training, development and care		46,803	1,715	8,856	**57,374**	36,650
Events		94,312	-	-	**94,312**	72,623
Raising funds	4	27,456	-	-	**27,456**	18,715
TOTAL		470,659	44,049	1,415,157	**1,929,865**	1,850,006
Unrealised gains on investments	9	22,335	-	-	**22,335**	798
Net (expenditure) / Income	6	(229,236)	10,450	146,957	**(71,829)**	(128,357)
Transfers between funds	12	151,276	(14,763)	(136,513)	-	-
Net movement in funds		(77,960)	(4,313)	10,444	**(71,829)**	(128,357)
RECONCILIATION OF FUNDS						
Total funds brought forward	12	390,206	1,446,048	136,913	**1,973,167**	2,101,524
Total funds carried forward	12	312,246	1,441,735	147,357	**1,901,338**	1,973,167

The Charity has no other recognised gains or losses other than the results for the year as set out above.

All the activities of the Charity are classed as continuing.

Prior year fund comparatives are disclosed in note 18.

The notes on pages 34 to 49 form part of these financial statements.

The Navigators Limited

Registered in England & Wales (1099148) and Scotland (SC038484)

BALANCE SHEET AS AT 31 AUGUST 2024

	Note	2024 £	2024 £	2023 £	2023 £
TANGIBLE FIXED ASSETS	8		**1,401,283**		1,403,208
INVESTMENT ASSETS	9		**200,082**		177,747
CURRENT ASSETS					
Stock of literature and merchandise at cost		**7,356**		7,092	
Prepayments and debtors	10	**64,183**		96,894	
Savings accounts and Charity Deposit Fund		**257,071**		280,546	
Cash at bank and in hand		**(9,011)**		24,394	
		319,599		408,926	
CURRENT LIABILITIES					
Creditors: amounts falling due within one year	11	**(19,626)**		(16,714)	
		(19,626)		(16,714)	
NET CURRENT ASSETS			**299,973**		392,212
TOTAL NET ASSETS			**1,901,338**		1,973,167
STATEMENT OF FUNDS					
Restricted funds	13		**147,357**		136,913
Unrestricted funds					
General funds	13		**312,246**		390,206
Designated funds	13		**1,441,735**		1,446,048
TOTAL FUNDS			**1,901,338**		1,973,167

These financial statements have been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

Approved by the Trustees on 2nd December 2024 and signed on their behalf by:

Simon Wroe

S. Wroe

The notes on pages 34 to 49 form part of these financial statements.

Statement of Cash Flows for the Year ended 31 August 2024

	Note	2024 Total funds £	2023 Total funds £
OPERATIONAL CASH FLOWS			
Cash flows *for* operating activities			
Income from donations and legacies	20 (A1)	**1,717,574**	1,575,581
Costs of raising funds	20 (B2)	**(27,456)**	(18,715)
Net inflow for operating activities		**1,690,118**	1,556,866
Cash flows *from* operating activities			
Income from charitable activities	20 (A2)	**142,006**	118,037
Costs of charitable activities	20 (B1)	**(1,900,761)**	(1,833,624)
Net outflow from operating activities		**(1,758,755)**	(1,715,587)
Net inflow/(outflow) of operating activities		**(68,637)**	(158,721)
NON-OPERATIONAL CASH FLOWS			
Investing activities			
Interest from investments	20 (C1)	**12,398**	10,792
Costs of purchasing fixed assets	20 (C2)	**(2,200)**	(13,513)
Sale of fixed asset	20 (C3)	**1,559**	-
Net inflow/(outflow) from investing activities		**11,757**	(2,721)
Net cash inflow/(outflow) for year	20	**(56,880)**	(161,442)

Charity law prohibits the use of net cash flows on any restricted fund to offset net cash outflows on any fund outside of its own purposes, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 34 to 49 form part of these financial statements.

Notes to the Accounts

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

a. Basis of accounting

The Charity is a public benefit entity. The financial statements have been prepared in accordance with the historical cost convention (except for investments which have been included at fair value) and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

b. Going Concern

The trustees regularly review whether going concern is the correct basis for the preparation of the accounts. They are confident that this is the case based on a review of anticipated future cash flows and the Charity's strong balance sheet. They consider that there are no material uncertainties related to events or conditions that cast significant doubt on the Charity's ability to continue as a going concern.

c. Fund accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity. Unrestricted designated funds are unrestricted funds set aside by the trustees for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

d. Income

All income is included in the Statement of Financial Activities when the Charity is entitled to it and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Income from donations and legacies is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable, including the related tax recoverable under the Gift Aid scheme.
- Donated assets, services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by volunteers has not been included in these financial statements.
- Income from investments is included when receivable and is allocated to unrestricted general funds.
- Income from legacies is recognised when there is entitlement to the income (the charity has been notified of the terms of the will after the death of the benefactor), it is probable that the asset will be receivable and it is measurable.

e. Expenditure

Expenditure is recognised on an accrual basis, as a liability is incurred. Expenditure includes VAT, which cannot be recovered and is reported as part of the expenditure to which it relates.

- Expenditure related to raising funds comprises the costs associated with attracting voluntary income.
- Expenditure related to charitable activities comprises those costs incurred by the Charity in the delivery of its activities. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Central support costs are allocated to the different charitable activities on the basis of estimated time spent by the support staff. These estimates are reviewed annually.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. Governance costs are included within support costs.

f. Tangible fixed assets

Assets costing more than £1,000 are capitalised. Assets are initially recognised at cost or value to the Charity, and then held at this value less subsequent depreciation. An annual review for indicators of impairment is carried out on the property of the Charity by the Trustees. Depreciation is provided at the following annual rates in order to write off the cost of each asset over its estimated useful life (a full year's depreciation is calculated in the year of purchase and none in the year of disposal):

- Office and computer equipment - 25% p.a. straight line
- Real Property - Due to the current policy of investing significantly in the fabric of the Charity's London House the trustees believe it is appropriate not to make a depreciation charge on this property. However new solar panels have been installed which are being depreciated at 6.6% p.a. on a straight line basis.

g. Stock

Stocks of literature and merchandise are stated at the lower of cost and net realisable value. Provision is made for slow-moving stock when appropriate.

h. Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any discounts due.

i. Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity or notice period of 95 days or less from the date of acquisition or opening of the deposit or similar account.

j. Creditors

Creditors are recognised as soon as there is a legal or constructive obligation committing the Charity to pay out resources. Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

k. Pensions

The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity and are independently administered. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

l. Leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

m. Investments

Investments are initially recognised within fixed assets at cost, then subsequently at market value with any gains or losses recognised in the Statement of Financial Activities.

2. Income from Donations and Legacies

	2024				2023			
	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total
	£	£	£	£	£	£	£	£
Donations and Grants	113,033	-	1,369,121	**1,482,154**	65,980	-	1,343,748	**1,409,728**
Legacies	(2,606)	-	-	**(2,606)**	-	-	-	**-**
Tax refunds	9,568	-	192,993	**202,561**	7,982	-	175,154	**183,136**
	119,995	-	1,562,114	**1,682,109**	73,962	-	1,518,902	**1,592,864**

3. Income from Charitable Activities

	2024				2023			
	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total
	£	£	£	£	£	£	£	£
Administration subscriptions	6,867	-	-	**6,867**	6,809	-	-	**6,809**
National and regional initiatives	11,573	54,499	-	**66,072**	11,430	44,140	-	**55,570**
Training, development and care	8,150	-	-	**8,150**	8,916	-	-	**8,916**
Events and trips	43,339	-	-	**43,339**	34,165	-	-	**34,165**
Rental income from NavEurope	-	-	-	**-**	4,198	-	-	**4,198**
Provision of Admin support to NavEurope	16,806	-	-	**16,806**	7,176	-	-	**7,176**
	86,735	54,499	-	**141,234**	72,694	44,140	-	**116,834**

4. Expenditure on Charitable Activities and Raising Funds

	2024			2023		
	Direct costs	Central support costs	Total	Direct costs	Central support costs	Total
	£	£	£	£	£	£
Charitable activities						
Payments to representatives & projects	1,432,471	69,955	**1,502,426**	1,417,365	70,545	**1,487,910**
National and regional initiatives	101,546	146,751	**248,297**	114,179	119,929	**234,108**
Training, development and care	30,154	27,220	**57,374**	24,937	11,713	**36,650**
Events and trips	59,637	34,675	**94,312**	45,105	27,518	**72,623**
Raising funds	4,649	22,807	**27,456**	2,800	15,915	**18,715**
	1,628,457	301,408	**1,929,865**	1,604,386	245,620	**1,850,006**

Central support costs are analysed in note 5.

Central support costs were divided on the basis of support staff time, with the split between charitable activities for each member of staff reflecting the particular activities they are involved with.

National and regional initiatives includes central support costs related to work of the European Navigator Region of £16,806 (2023 £11,374).

Within payments to representatives & projects (direct costs), institutional grants of £35,208 (2023: £121,065) were paid to Navigator projects in UK, Africa and North America. The remaining payments of £1,397,263 (2023: 1,296,300) consisted of grants to individuals.

5. Central Support Costs

	2024	2023
	£	£
Costs relating to staff	193,352	155,330
Costs relating to premises	25,943	22,680
Administration, communications and other charity running costs	66,006	56,878
Costs relating to governance	16,107	10,732
	301,408	245,620

6. Net Income before Transfers

This is stated after charging:

	2024	2023	
	£	£	
Depreciation	**3,120**	3,232	15,381
Auditor's remuneration	**9,594**	8,580	6,600

7. Staff Costs and Numbers

	2024	2023
	£	£
Salaries and wages	**163,799**	131,739
Employer's national insurance contributions	**9,345**	7,265
Pension contributions	**13,424**	10,607
	186,568	149,611

No employee received emoluments of more than £60,000 p.a.
The average number of employees was six (2023: five).
Employment benefits (including employers NICs) of £47,245 were paid to key management personnel (2023: nil).
Key management personnel were redefined at the start of the 2023/24 financial year and during
the year consisted of one employee and five self employed representatives in addition to the trustees.
See also note 17.

8. Fixed Assets

	Equipment	Property	**Total**
	£	£	**£**
Cost			
At 1 September 2023	8,060	1,413,660	**1,421,720**
Disposals	(2,754)	-	**(2,754)**
Additions	2,200	-	**2,200**
At 31 August 2024	7,506	1,413,660	**1,421,166**
Depreciation			
At 1 September 2023	3,393	15,119	**18,512**
Depreciation on disposals	(1,455)	-	**(1,455)**
Charge for the year	1,915	911	**2,826**
At 31 August 2024	3,853	16,030	**19,883**
Net book value			
At 31 August 2024	3,653	1,397,630	**1,401,283**
At 31 August 2023	4,667	1,398,541	**1,403,208**

9. Investment Assets

	2024	2023
	£	£
At 1 September	177,747	176,949
Unrealised Gain		
CCLA Charities Ethical Investment Fund Accumulation Unit	**22,335**	798
At 31 August	**200,082**	177,747

10. Prepayments and Debtors

	2024	2023
	£	£
Debtors re income from donations and legacies	**39,886**	75,351
Debtors re income from charitable activities	**1,225**	1,458
Debtor re cost of charitable activities	**-**	15
Debtors re income from investments	**166**	466
Prepayments re costs of charitable activities	**22,906**	19,604
	64,183	96,894

11. Creditors: Amounts Falling Due Within One Year

	2024	2023
	£	£
Deferred income re income from charitable activities	**2,049**	1,525
Creditors/accruals re cost of charitable activities:		
Tax and national insurance	**-**	2,345
Other creditors	**7983**	4,264
Accruals	**9,594**	8,580
	19,626	16,714

12. Movement in Funds

Prior year comparatives are disclosed in note 19.

	Note	At 31 Aug 2023 £	Income and gains £	Expenditure and losses £	Transfers between funds £	At 31 Aug 2024 £
UNRESTRICTED FUNDS						
General Funds		390,206	241,423	(470,659)	151,276	**312,246**
Libby Hinton Fund (designated)	(i)	16,349	-	(1,715)	-	**14,634**
Fixed Assets Fund (designated)	(ii)	1,403,208	-	(911)	(1,014)	**1,401,283**
Central Services Fund (designated)	(iii)	9,977	-	-	(9,977)	**-**
London House Fund (designated)	(iv)	16,514	54,499	(41,423)	(3,772)	**25,818**
		1,836,254	295,922	(514,708)	136,513	**1,753,981**
RESTRICTED FUNDS						
Representative Funds	(v)	112,864	1,487,417	(1,399,092)	(118,418)	**82,771**
Admin Fund	(vi)	-	15,154	-	(15,154)	**-**
Second Half Living	(viii)	1,898	-	(167)	-	**1,731**
Student Ministries	(ix)	-	40	-	(40)	**-**
Church Ministries	(x)	72	234	-	(19)	**287**
Other restricted gifts	(xi)	426	6,969	(136)	(6,335)	**924**
Restricted grants received	(xii)	21,653	3,400	(8,953)	(5,577)	**10,523**
Next Generation Fund	(xiii)	-	44,513	(5,500)	(4)	**39,009**
City and Regional Ministries	(xiv)	-	4,387	(1,309)	9,034	**12,112**
		136,913	1,562,114	(1,415,157)	(136,513)	**147,357**
TOTAL FUNDS		1,973,167	1,858,036	(1,929,865)	-	**1,901,338**

12. Movement in Funds (continued)

(i) Libby Hinton Fund holds part of a legacy that has been designated by the trustees for the provision of counselling, spiritual direction and retreats.

(ii) Fixed Assets Fund is a fund designated by the trustees to hold the value of fixed assets.

(iii) Central Services Fund holds part of a legacy that has been designated by the trustees to contribute towards central support costs.

(iv) London House Fund (designated) holds a legacy relating to the London House and rental income. The fund has been designated to allow monitoring of the costs of operating and maintaining the property.

(v) Representative Funds represents restricted donations to The Navigators UK Limited for the support of individual self-employed Navigator representatives or their ministry funds.

(vi) Admin Fund is a fund to receive restricted donations for administration costs.

(vii) Second Half Living is a fund to receive restricted donations for initiatives working with people in the second half of life.

(viii) Student Ministries is a fund to receive restricted donations for Student Ministries initiatives.

(ix) Church Ministries is a fund to receive restricted donations for Church Ministries initiatives.

(x) Other restricted gifts represents small restricted donations for specific events or national initiatives.

(xi) Restricted grants represents grants received for specific purposes during the year 2023/24 that have not been entirely expended.

(xii) Next Generation Fund is a fund to receive restricted donations to support interns, new reps and the transition of representatives to employed status.

(xiii) City and Regional Ministries are funds received to support Navigator work in specific cities and regions. At the start of the 2023/24 year £11,182 of funds were reclassified from representative funds to this category.

12. Movement in Funds (continued)

Transfers shown are net movements between funds and consist of:

Central Support Costs Transfer: Transfer of Central Support Costs relating to the London House from designated fund to General Unrestricted Funds.

Fixed Asset Transfers: Transfer the value of newly acquired fixed assets from unrestricted funds to the designated fund and transfers the cost of depreciation to unrestricted funds.

Administration charge transfers: a levy on donations received transferred from various restricted funds to unrestricted general funds.

Ministry transfers: movement of funds from various restricted and designated funds to unrestricted general funds to contribute towards expenditure in line with their restrictions and designations.

General Fund transfers: donations that in the past have been restricted and have been redirected by the donor to unrestricted general funds.

	Unrestricted general funds	Unrestricted designated funds	Restricted funds	2024 Total
	£	£	£	£
Central Support Costs Transfer	3,772	(3,772)	-	-
Fixed Asset Transfers	(284)	284	-	-
Administration charge transfers	107,184	-	(107,184)	-
Ministry transfers	39,369	(11,275)	(28,094)	-
General Fund transfers	1,235	-	(1,235)	-
	151,276	(14,763)	(136,513)	-

13. Analysis of Net Assets between Funds

	General funds	Designated funds	Restricted funds	2024 Total
	£	£	£	£
Tangible fixed assets	-	1,401,283	-	**1,401,283**
Investment assets	200,082	-	-	**200,082**
Net current assets	112,164	40,452	147,357	**299,973**
Total net assets at 31 August 2024	312,246	1,441,735	147,357	**1,901,338**

	General funds	Designated funds	Restricted funds	2023 Total
	£	£	£	£
Tangible fixed assets	-	1,403,208	-	1,403,208
Investment assets	177,747	-	-	177,747
Net current assets	212,459	42,840	136,913	392,212
Total net assets at 31 August 2023	390,206	1,446,048	136,913	1,973,167

14. Commitments under Operating Leases

At 31 August 2024 the charitable company had future minimum lease payments under non-cancellable operating leases for each of the following periods:

	2024	2023
	£	£
Within one year	**7,760**	21,582
Within two to five years	**5,538**	8,062
	13,298	29,644

Expenditure on the Statement of Financial Activities for the year ended 31 August 2024 relating to these leases was £26,278 (2023: £25,209).

15. Trustees' Remuneration

None of the trustees received any remuneration in the year (2023: £nil).
£714 travel expenses were reimbursed to two trustees (2023: £1,046).

16. Donations from Related Parties

Aggregate donations (including tax refunds) received from trustees, key management personnel and their close family members was £34,743 (2023: 33,525).

17. Related Party Transactions

Related party transactions during the year relate to grants made to the self-employed representatives to further the purposes of the charity.

Helen Heron is a trustee of The Navigators UK Limited and is a close family member of a self-employed representative of the charity. The daughter of Helen Heron (a Trustee of the Charity) is a self-employed representative of the charity and received grants totalling £20,716 to further the purposes of the charity £47,734 (2023: £20,716).

Philip Boydell is the National Director of The Navigators UK Limited, and is a close family member of Rosalyn Boydell. Adam Simmonds is an Assistant National Director. Michael Spencer is an Assistant National Director and a close family member of Rebecca Spencer. Stuart Newland was an Assistant National Director until 31 December 2023 and is a close family member of Jennifer Newland. All of these operates as self-employed representatives of the charity and as such grants totalling £172,342 (2023: £155,463) were made to them to further the purposes of the charity.

18. Prior Year Fund Comparatives for the Statement of Financial Activities

	Unrestricted general funds	Unrestricted designated funds	Restricted funds	2023 Total
	£	£	£	£
Income from:				
Donations and legacies	73,962	-	1,518,902	**1,592,864**
Charitable activities	72,694	44,140	-	**116,834**
Disposal of fixed asset	-	-	-	**-**
Investments	11,153	-	-	**11,153**
TOTAL	157,809	44,140	1,518,902	**1,720,851**
Expenditure on:				
Charitable activities				
Payments to representatives and projects	94,754	-	1,393,156	**1,487,910**
National and regional initiatives	155,971	70,413	7,724	**234,108**
Training, development and care	33,723	2,927	-	**36,650**
Events	72,623	-	-	**72,623**
Raising funds	18,715	-	-	**18,715**
TOTAL	375,786	73,340	1,400,880	**1,850,006**
Unrealised gains on investments	798	-	-	**798**
Net income/(expenditure)	(217,179)	(29,200)	118,022	**(128,357)**
Transfers between funds	161,467	(6,263)	(155,204)	**-**
Net movement in funds	(55,712)	(35,463)	(37,182)	**(128,357)**
RECONCILIATION OF FUNDS				
Total funds brought forward	445,918	1,481,511	174,095	**2,101,524**
Total funds carried forward	390,206	1,446,048	136,913	**1,973,167**

The Charity has no other recognised gains or losses other than the results for the year as set out above. All the activities of the Charity are classed as continuing.

19. Prior Year Fund Comparatives for the Movement in Funds

	Note	At 31 Aug 2022 £	Income and gains £	Expenditure and losses £	Transfers between funds £	At 31 Aug 2023 £
UNRESTRICTED FUNDS						
General Funds		445,918	158,607	(375,786)	161,467	**390,206**
Libby Hinton Fund (designated)	(i)	19,276	-	(2,927)	-	**16,349**
Tithe Fund (designated)	(ii)	1,336	-	-	(1,336)	**-**
Fixed Assets Fund (designated)	(iii)	1,392,927	-	-	10,281	**1,403,208**
Central Services Fund (designated	(iv)	11,477	-	-	(1,500)	**9,977**
London House Fund (designated)	(v)	56,495	44,140	(70,413)	(13,708)	**16,514**
		1,927,429	202,747	(449,126)	155,204	**1,836,254**
RESTRICTED FUNDS						
Representative Funds	(vi)	108,353	1,467,920	(1,347,354)	(116,055)	**112,864**
Admin Fund	(vii)	-	14,015	-	(14,015)	**-**
Scottish Admin Fund	(viii)	6,563	193	-	(6,756)	**-**
Robinson Africa Fund	(ix)	45,802	-	(45,802)	-	**-**
Second Half Living	(x)	2,699	-	(801)	-	**1,898**
Student Ministries	(xi)	-	40	-	(40)	**-**
Church Ministries	(xii)	1,208	234	(1,351)	(19)	**72**
Other restricted gifts	(xiii)	270	5,500	-	(5,344)	**426**
Other restricted grants	(xiv)	9,200	31,000	(5,572)	(12,975)	**21,653**
		174,095	1,518,902	(1,400,880)	(155,204)	**136,913**
TOTAL FUNDS		2,101,524	1,721,649	(1,850,006)	-	**1,973,167**

(i) Libby Hinton Fund holds part of a legacy that has been designated by the trustees for the provision of counselling, spiritual direction and retreats.

(ii) Tithe Fund held money designated by the trustees to be used as grants for projects and individuals associated with other Navigator organisations worldwide in line with the Charity's objectives. Following a review of how we support the worldwide partnership, the fund was closed during the year.

(iii) Fixed Assets Fund is a fund designated by the trustees to hold the value of fixed assets.

(iv) Central Services Fund holds part of a legacy that has been designated by the trustees to contribute towards central support costs.

(v) London House Fund (designated) holds a legacy relating to the London House and rental income. The fund has been designated to allow monitoring of the costs of operating and maintaining the property.

(vi) Representative Funds represent restricted donations to The Navigators UK Limited for the support of individual self-employed Navigator representatives or their ministry funds.

(vii) Admin Fund is a fund to receive restricted donations for administration costs.

(viii) Scottish Admin Fund is a fund to receive restricted donations for administration costs associated with events and initiatives in Scotland. During the year in consultation with the donors the fund was closed and monies held used to offset the costs to the general fund of operating the Scottish Office.

19. Prior Year Fund Comparatives for the Movement in Funds (continued)

(ix) Robinson Africa Fund is a restricted fund comprising a legacy left to The Navigators UK Limited to be used for work in Africa.

(x) Second Half Living is a fund to receive restricted donations for Second Half Living initiatives.

(xi) Student Ministries is a fund to receive restricted donations for Student Ministries initiatives.

(xii) Church Ministries is a fund to receive restricted donations for Church Ministries initiatives.

(xiii) Other restricted gifts represent small restricted donations for specific events or national initiatives.

(xiv) Other restricted grants represents grants received during the year 2022/23 that have not been entirely expended and which are anticipated to be spent as projects are completed in 2023/24.

Transfers shown are net movements between funds and consist of:

Transfer of designated funds: movement of funds set aside by the trustees for specific purposes from unrestricted general funds into designated funds.

Central Support Costs Transfer: Transfer of Central Support Costs relating to the London House from designated fund to General Unrestricted Funds.

Fixed Asset Transfers: Transfer the value of newly aquired fixed assets from unrestricted funds to the designated fund.

Depreciation Transfers: Transfers the cost of depreciation of Fixed Assets from the designated fund to unrestricted funds.

Administration charge transfers: a levy on donations received transferred from various restricted funds to unrestricted general funds.

Ministry transfers: movement of funds from various restricted funds to unrestricted general funds to contribute towards expenditure in line with their restrictions and designations.

General Fund transfers: donations that in the past have been restricted and have been redirected by the donor to unrestricted general funds.

	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	2023 Total £
Central Support Costs Transfer	4,202	(4,202)	-	-
Fixed Asset Transfers	(4,007)	4,007	-	-
Depreciation Transfers	3,232	(3,232)	-	-
Administration charge transfers	106,925	-	(106,925)	-
Ministry transfers	40,017	(2,836)	(37,181)	-
General Fund transfers	11,098	-	(11,098)	-
	161,467	(6,263)	(155,204)	-

20. Reconciliation of the Statement of Financial Activities

		2024					2023
		Statement of Financial Activities	Debtors & Prepayments	Creditors & Accruals	Stock levels	Cash flow	Cash flow
		£	£	£	£	£	£
A1	**Income from donations and legacies**	1,682,109					
	(Increase)/decrease in debtors		35,465			**1,717,574**	1,575,581
A2	**Income from charitable activities**	141,234					
	(Increase)/decrease in debtors		248				
	Increase/(decrease) in deferred income			524		**142,006**	118,037
B1	**Costs of charitable activities**	(1,902,409)					
	Depreciation charged	2,826					
	(Increase)/decrease in prepayments		(3,302)				
	Increase/(decrease) in creditors and accruals			2,388			
	(Increase)/decrease in stocks				(264)	**(1,900,761)**	(1,833,624)
B2	**Costs of raising funds**	(27,456)				**(27,456)**	(18,715)
C1	**Interest from investments**	12,098					
	(Increase)/decrease in debtors		300			**12,398**	10,792
C2	**Costs of purchasing fixed assets**	(2,200)				**(2,200)**	(13,513)
C3	**Disposal of fixed asset**	1,559				**1,559**	-
	Balance sheet movements	**(92,239)**	**32,711**	**2,912**	**(264)**	**(56,880)**	(161,442)

21. Analysis of Changes in Cash and Cash Equivalents

	2024	2023	Change
	£	£	£
Savings account and CCLA	257,071	280,546	**(23,475)**
Cash at bank and in hand	(9,011)	24,394	**(33,405)**
	248,060	304,940	**(56,880)**

	2023	2022	Change
	£	£	£
Savings account	280,546	320,142	**(39,596)**
Cash at bank and in hand	24,394	146,240	(121,846)
	304,940	466,382	**(161,442)**

22. Prior Year Comparatives for the Reconciliation of the SOFA

		2023				
		Statement of Financial Activities	Debtors & Prepayments	Creditors & Accruals	Stock levels	Cash flow
		£	£	£	£	£
A1	**Income from donations and legacies**	1,592,864				
	(Increase)/decrease in debtors		(17,283)			**1,575,581**
A2	**Income from charitable activities**	116,834				
	(Increase)/decrease in debtors		35			
	Increase/(decrease) in deferred income			1,168		**118,037**
B1	**Costs of charitable activities**	(1,831,291)				
	Depreciation charged	3,232				
	(Increase)/decrease in prepayments		(6,727)			
	Increase/(decrease) in creditors and accruals			351		
	(Increase)/decrease in stocks				811	**(1,833,624)**
B2	**Costs of raising funds**	(18,715)				**(18,715)**
C1	**Interest from investments**	11,153				
	(Increase)/decrease in debtors		(361)			**10,792**
C2	**Costs of purchasing fixed assets**	(13,513)				**(13,513)**
C3	**Surplus from disposal of fixed asset**					**-**
C4	**Purchase of investment asset**					**-**
	Balance sheet movements	**(139,436)**	**(24,336)**	**1,519**	**811**	**(161,442)**

navigators

Join the movement!

The Navigators UK Ltd is a charity registered in England and Wales (1099148) and Scotland (SC038484) and is a company limited by guarantee registered in England and Wales

www.navigators.co.uk
info@navigators.co.uk
023 8055 8800

54 The Avenue
Southampton
SO17 1XQ

THE NAVIGATORS UK LIMITED

England & Wales - Charity number 1099148

Accounts

navigators

Annual Report and Accounts

2022-2023

get alongside someone and see what God can do

Contents

1. The Big Picture page 1

Introduction
Activities
Public Benefit

2.Looking back…Looking forwards page 3

People and Places
The Intangible Impact
The Missing Generation
The Triple Bottom Line
Call to Movement
Passing the Baton
Five Strategic Outcomes

3. Financial review page 13

Income
Expenditure
Investment Policy
Reserves Policy
Fundraising Activity
Going Concern

4. Governance and Administrative information page 18

Governance
References and Administrative Information
Statement of Trustees' Responsibilities

5. Accounts page 23

Independent Auditors Report
Statement of Financial Activities
Balance Sheet
Statement of Cash Flows
Notes to the Accounts

1. *The Big Picture*

Simon Wroe
Chair of Trustees

Thank you for taking the time to read our annual report and accounts. We hope it provides a good picture of the work that we do as a charity and how it 'builds the Kingdom of God'.

The work described in this report is carried out by our representatives and members of our wider network and only made possible through the partnership of those who support us financially and in prayer.

If you are reading this because you are already part of that story, thank you! If reading this story inspires you get involved, then please do look at our website or speak to one of our team.

The main objective of the Navigators UK is the advancement of the Christian religion in the UK and overseas through evangelism, teaching, mentoring, training and the production and distribution of materials. We are committed to helping people come to know Christ, to live as Christ's disciples in society and to be equipped to help others to do the same. This is expressed in our calling:

'To advance the gospel of Jesus and his kingdom into the nations through spiritual generations of labourers living and discipling among the lost'.

The term we use for those labourers is 'alongsiders'.

The UK Navigators is part of a world-wide partnership operating in over 100 countries. We adhere to and support our global mission, vision and values statement which you can view here: https://navigatorsworldwide.org/calling-values-vision

Activities

The Navigators UK's principal activities to achieve our charitable objectives for the public benefit are:

Supporting People and Projects

- The support of self-employed Navigator representatives who are funded by donations made for their ministries. Within the UK these representatives are currently helping people to live out and pass on the Christian faith in a variety of contexts and situations, including:
  - university students
  - those beyond 50 years of age
  - church small groups and leaders
  - those of different cultures living in the UK
  - those in their early working life who have graduated from our student ministries

Some of our representatives do similar work in other countries, mostly in Europe but also in Africa, the USA and Asia.

National and Regional Initiatives

- National and regional initiatives that build on the work of individual representatives and self-funding associates, including the development of new discipleship resources for use both within the Navigator movement and by individuals and churches, and the provision of short-term overseas trips to provide younger Christians with experience of living and working in a cross-cultural context.

Training and Development

- Initiatives for the training, development and care of Navigator representatives and associates, including a graduate programme called Connect, and a NavEquip course for those wishing to develop a longer term association with the Navigators UK.

Events

- Events to connect and envision friends and supporters. These range from our flagship National conference to events for students, emerging leaders and entrepreneurs.

Public Benefit

The trustees have had due regard to the Charity Commission's guidance on public benefit.

2. Looking Back...Looking Forwards

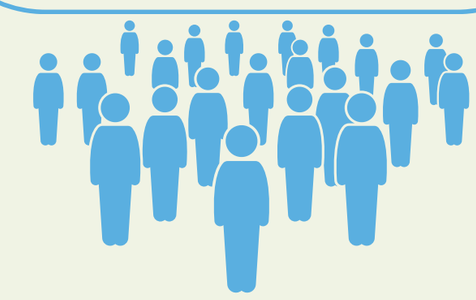
Phil Boydell
National Director

This report covers a really exciting year for the Navigators UK. After a year where our focus was on rebuilding work which was disrupted by the effects of the COVID pandemic, this year has provided opportunities to come together with Navigators across the UK and internationally and reflect on how we can develop our work for the future.

People and Places

The map on the next page gives you a sense of the diversity of Navigator work across the UK. At 31 August 2023 there were 45 associates and 77 representatives working with the Navigators UK, including six new representatives and three new associates who joined us over the course of the year.

77 representatives
45 associates

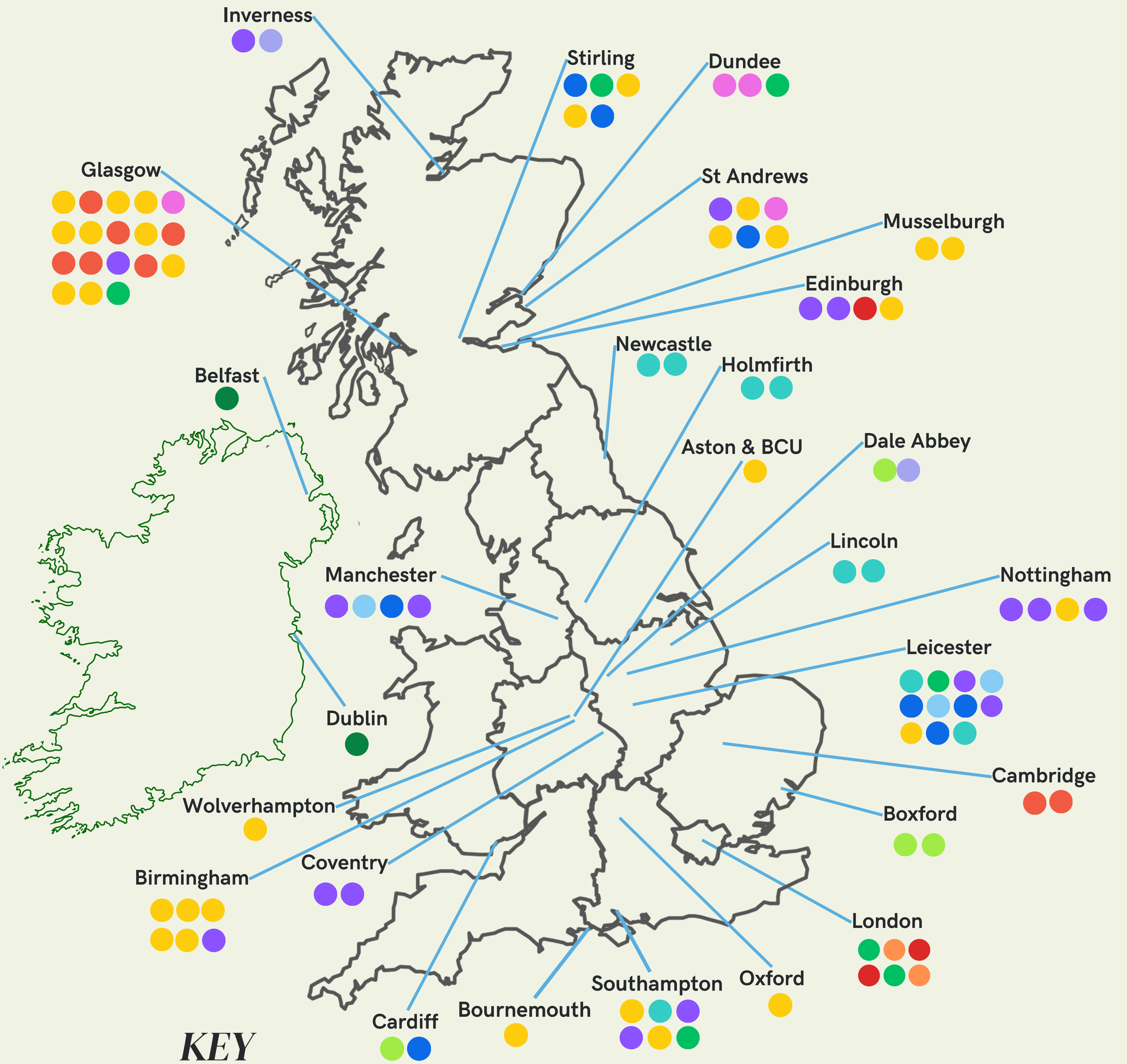


Around a third of our representatives ministered to university students in eleven UK cities, with a particular ministry to international students in some of these universities. Other representatives are involved in the leadership of the projects described above and ministering in their local communities.

Off the edge of the map, UK representatives continue to work in Poland and France and we were really excited to be able to send two representatives to minister in Asia at the end of the year.

On a sadder note, during the year we saw the retirement and then death of Ron Finlay after 52 years of faithful service as a Navigator Rep.

Navigators
across the UK



The Intangible Impact

The international global vision statement of the Navigators says 'We see a vital movement of the Gospel, fuelled by prevailing prayer, flowing freely through relational networks and out into the nations. Workers for the Kingdom are next door to everywhere!'.

Before we dive in and look at some of our activities over the last year and plans for the future, I want to acknowledge that while it is easy to describe human activity in a report, it is much harder to capture the way the Holy Spirit is transforming lives, day-to-day through the relationships which alongsiders make with those around them- but this is and will remain the heart of our work. The outcome of this is hundreds of people who are equipped to withstand the turmoil of 21st Century life by developing greater emotional and spiritual resilience.

The Missing Generation

There is what has been called the 'missing generation' of young people aged 16-34 in church life who were reported as being only 13% of church attendees in 2017 (Ruth H Perrin, Changing Shape: The Faith Lives of Millennials (SCM Press, 2020) p.17).

We believe that to reach this generation you have to invest deeply, transforming lives and raising up leaders who will grow to have both the maturity and courage to make a real impact in their generation for Christ and be a blessing to others.

only 13%

in 2017

400 students
across the UK

We have around 400 students involved in our various ministries across the UK. We are also developing a project in the Dundee area which is applying our experience of relational work with young people outside a university context and supporting local church youth workers.

Our aim is that we deeply invest in this emerging generation so that strong foundations of faith and life are established that will enable them to stand tall and help them to be able to be a blessing to others.

Alongside the day-to-day ministry, this year we have seen student retreats taking place from Shropshire to Stirling, an Emerging Leaders conference and student leaders coming together in our Student Forum. Each year, our Connect interns play a significant role in ministering to their peers while learning leadership skills which will make them assets to the church of the future.

10 interns
2023/24

The strength of the work this year has been shown by the fact that at the end of this year the number of young people we are working with who have chosen to give a year of their life to join the Connect programme has doubled so we will have ten interns working with us in 2023/4.

NavMums

There are certain points in life where it is natural to seek out those with similar experiences for support and encouragement. Nav Mums is a ministry providing support to those trying to live out the calling of alongsiders while raising young families.

Second Half Living

At the other end of the spectrum, our Second Half Living team provide support and training to individuals and church groups looking at what it means to be a disciple maker in retirement.

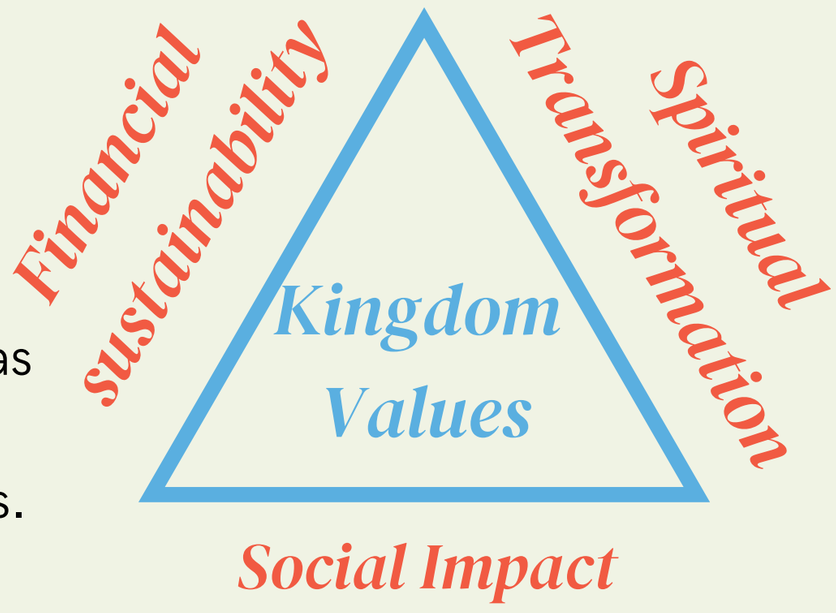
Second Half Living has been seeking to finalise resources and materials in order to launch out and serve the wider church. Under new leadership they are exploring developing a whole new cohort of 'trainers' who can take the material across the UK. They are also developing partnerships with others in the church in this strategic area of helping people navigate the challenges of the second half of life. Multiple churches and groups throughout the UK have been part of trialling the resources.

Navigators Entrepreneurs Community

56 businesses

We believe that one of the primary ways in which the Kingdom of God will be displayed and advanced in this next generation is through ordinary Christians setting up businesses that shine the light of Jesus in our hungry and broken world. We are passionate about partnering through our Entrepreneurs Community with existing and aspiring Christian entrepreneurs to 'do good by doing good business' where we explore the implications of the Kingdom of God.

It is hugely exciting to work with entrepreneurs to help them put God at the very centre of their businesses and explore how they can 'make disciples' in and through their lives and business platforms. We currently have 56 businesses connected in the UK and have run 3 weekends away as well as regular online training gatherings helping these businesses work out a Triple Bottom Line vision of 'Kingdom' businesses.

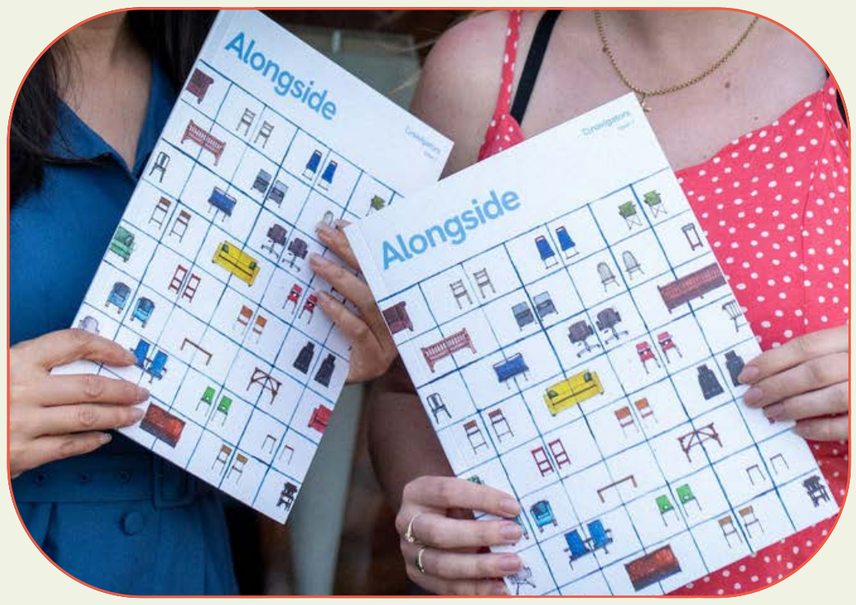


Call to Movement

Over the year we have spent much time exploring how we can develop our work and in particular broaden our reach by encouraging and equipping those who share our vision to see spiritual generations of disciples and are living that out by coming alongside others in their workplace, community or family.

To equip this movement we are investing significantly in our communications team, and over the year we have seen the fruit of this in four very successful NavNetwork events, bringing together hundreds of people who share our vision, equipping them through powerful teaching and the opportunity to share with each other. In March we were able to build on this face-to-face when we gathered 200 people together at our National Conference in Harrogate.

At the conference we also launched Alongside magazine, a bi-annual publication which will be a powerful resource for all those with a heart for making disciples. Alongside adds to the wide range of books on the topic we continue to sell through our online store which now lives within a shiny new website packed with resources which will equip and encourage Christians across the country.



Rois' story

"Sam was really patient with me as for a long time I wasn't ready – I wasn't ready to go to church and I wasn't ready to ask questions, but at the right time I had this perfect conversation which changed my life as Sam was able to express something of God's grace.

"It blew my mind as I thought God wouldn't be interested in me because of everything I'd been up to."

By the last year of university, Rois hadn't met one Christian other than her brother Sam, a Navigator rep. Her picture of what it meant to be a Christian was to be a goody-two-shoes and she decided that if she wanted to have fun she had to do it her way. After trying everything she was left with a feeling of dissatisfaction and a lonely longing for more... but as Sam got alongside Rois and exposed her to God's goodness it meant that over time she found herself drawn towards God and experiencing his love.

Rois joined a Navigator group where she got to hear more about who God is and his goodness. This revelation changed Rois's world and gave her a passion to come alongside other younger girls to help them know God's goodness for themselves.

Click here to listen to Rois' full story!

Rois Alongsider Story - YouTube

Passing the Baton

The combination of a refreshed vision and the movement of some key people has led us to review how we will lead the work going forwards. This summer marked the winding down of the National Leadership Team and Regional Leadership Teams who have done so much to support and guide our work over the last two years.

Bernard Dishman
European Regional Director

We also saw Bernard Dishman, who has been our National Student Leader for many years, step up to the role of European Regional Director upon the retirement of Bill Sparks. We also saw the retirment this year of long serving representatives, Ted and Linda Pilling.

To take our work forwards, we are establishing a new National Leadership Council which will replace the regional teams, bringing more of our work and people together. A new National Director's Team has been established to provide strategic direction to the work and along with the trustees, going forward, they will form the key management personnel of the charity.

This team started in September 2023 and includes the following people:

Phil Boydell
National Director

Stu Newland
Assistant National Director (Scotland/Ireland focus)

Mike Spencer
Assistant National Director (England/Wales focus)

Adam Simmonds
Assistant National Director (City Collectives focus)

Rosalyn Boydell
Assistant National Director (Comms, Resources and Eldership focus)

Nick Baker
Finance and Strategy Manager

Five Strategic Outcomes

Looking forward as a movement we are going to focus on five strategic outcomes. Some of these are new, some are outcomes we have implicitly had for a while, but moving forward they will provide a great clarity and focus for our work in the coming years.

We want to see:

1. Alongsiders mobilised across all generations.
2. Alongsider communities living and discipling among the lost.
3. Engagement, equipping and partnering with the wider UK church in the Alongsider vision.
4. The next generations engaged with and reached.
5. A new generation of leaders identified, equipped and commissioned.

1. Alongsiders mobilised across all generations: We believe that the central 'who' of our calling is alongsiders. The scarcity of active alongsiders in the UK church is palpable and, if we are to have any impact on our culture, we need a massive multiplication of people equipped to help others discover Jesus and grow in him. We need to grow people who live this vision across all generations, socio-economic backgrounds and ethnic groups.

2. Alongsider communities living and discipling among the lost: We want to see compassionate alongsider communities established, which overcome the problem of isolation and people losing focus on the disciple-making vision. We want to see communities in which people partner together to live and disciple among the lost. We see these communities as critical to our future fruitfulness.

3. Engagement, equipping and partnering with the wider UK church in the Alongsider vision:The church in the UK has huge potential for growing disciple-makers who make all the difference in the UK. We want to see Navigators UK playing a significant part in 'shifting the dial' on the whole disciple-making culture of the UK church through finding new ways of engaging and equipping the wider body of Christ.

4. The next generations engaged with and reached: They are the ones on whom the future of our calling depends - lose the focus on them and we lose our generational impact. As we look forwards, we need to engage more and more creatively with the youth, student and 20s generations in order to flourish into the future.

5. A new generation of leaders identified, equipped and commissioned: We want to see a new generation of leaders who can steward both the organisation and the movement in the years to come. Leaders are critical to the health of our organisation and our development of them will, to a large extent, determine our ability to facilitate and grow the movement.

From the day-to-day work of Alongsiders across the country to some of the activities I have described above that have taken place over the last year, we are already on the journey to achieving the objectives. Next year we have several new strategic initiatives planned which will take us further down that road. These include:

Commissioning City Collectives to provide centres of vision, prayer, training, innovation and movement mobilisation.

Continuing the growth of our network and providing a deeper sense of connection with Navigators for those who share our vision.

Developing our partnership with grant making bodies and other funders to enable us to continue to expand the Connect Internship scheme and make it easier to access by providing greater financial support to those participating.

Deepening our engagement with local churches. With local churches we have a strategy of both a ‘bottom up’ mobilisation of everyday people in local churches to get alongside others, and a ‘top down’ approach of engaging with church leaders with our vision and seeing whole local churches impacted with our vision

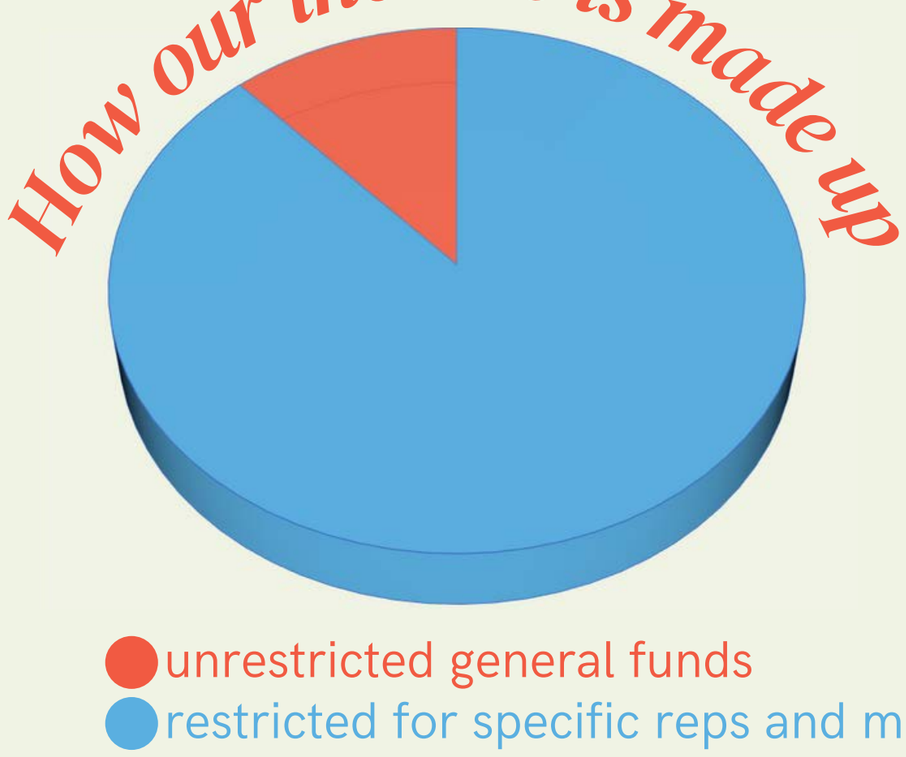
3. Financial Review

Sze-Meng Kueh
Chair of the Finance Committee

Reviewing our finances always makes me grateful for God's provision and the generosity of His people. The heart of our finances are our 1,156 mission partners who partner with one or more of our representatives. These faithful long term partnerships provide support to our work through prayer and financial giving which enables our representatives to sustain themselves in mission and provides a stable core to our finances. If you are one of one of our mission partners reading this, thank you!

the heart of our finances are our
1,156 mission partners

The other side of our financial strategy is that we want to invest in achieving the five outcomes set out above by Phil Boydell. If we want to raise up a new generation of leaders working and labouring among the lost we need to be able to provide financial support to our Connect interns and new reps as they set out in ministry and build up a base of ministry supporters. If we are to mobilise a wider movement of disciple makers we need to develop our communication team who produce the resources that connect, inspire and support those who share our vision and our living it out in their day-to-day lives.



Of our £1.7m income £1.5m is restricted to support particular workers or ministries. Our challenge is to increase these unrestricted funds to allow us to continue investing in our wider work.

So far we have been done this through using our strong reserves and generous one off gifts and legacies. However, to securely fund this ambitious vision for the future, we will seek to increase the number of supporters giving regularly to our unrestricted general funds.

The balance sheet shows total net assets of £1,973,167; a reduction of £128,357 during 2022/23. There are no funds in deficit in the accounts. The key causes of this change were:

- a planned investment in the charity's operations from unrestricted reserves of £55,712.

- a grant of £45,802 to the Navigators of Africa for the development of a new school, expending the fund established for Navigator work in Africa from the legacy left by Miss Peggy Robinson.

- the net investment of £39,981 in repairs to the structure and fabric of the charity's London House.

Income

Voluntary donations were £1,409,728 (2022: £1,344,723). In addition the charity also recovered gift aid of £183,136 (2022: £193,637). This represents an increase of 4.8% in voluntary income excluding legacies. This reflects an increase in the charity's central fundraising activities as part of its long term plan to move away from deficit budgets and also continued emphasis on a Ministry Partner Development programme to support the funding of our representatives' work.

4.8% ***increase in voluntary income***

Most of our voluntary income is restricted by the donors to support the ministries of particular Navigator representatives or projects. An 8% administration charge was levied on restricted gifts to help fund the activities by the national office to support the work of our frontline work.

Despite the ongoing national economic challenges, the overall picture is one of stability and the trustees are very grateful for the faithful generosity of our supporters. They are continuing to actively monitor the monthly income for the support of individual Navigator representatives and for our general funds. In cases where particular representatives have suffered hardship, the Charity has made short-term discretionary grants to provide support.

Expenditure

The bulk of our expenditure continues to be payments made to support the ministries of self-employed Navigator representatives working in the UK and abroad.

Unrestricted funds (including the 8% administration charge) were used to fund ministries and projects and to cover the central support costs of the national office and governance. These central support costs were £245,620 (2022: £229,356).

Investment Policy

The majority of investments are maintained in a low-risk liquid position with competitive interest. In addition £175,000 is held in the CCLA COIF Ethical Investment Fund to better protect the charity's strategic reserves from inflation. The placement of the remaining funds has been reviewed to maximise interest rates and is now divided between the CCLA COIF Charity Deposit Fund, a 90-day notice protected by the government Financial Services Compensation Scheme and the remainder held with the charity's principal bankers. The amount invested, the spread over institutions and the interest rates earned are regularly reviewed by the Finance Committee of the Board.

Reserves Policy

Unrestricted funds are held in general funds to meet the costs of future ministries and projects and to underwrite current activities. Monitoring of reserve levels, resultant budget setting and review of actual financial performance are reviewed by both the Finance Committee and the Board. During the year the trustees reviewed the charity's reserves policy to reflect the addition of the London House to the charity's balance sheet which provides additional long term financial security to the charity and reduces the requirement for the charity's current assets to be tied up in reserves.

Key elements of our reserve policy

- Unrestricted free reserves (defined as unrestricted funds excluding designated funds) are held to protect against a sudden and catastrophic fall in donations and/or related tax relief. This is in order to protect the work of our representatives and enable the Charity to continue operating in the short term whilst evaluating and exercising options for survival or cessation and is consistent with good practice.

- Both minimum and maximum reserve levels are calculated to be used when monitoring performance and setting future budgets. These calculations use varying percentages of the next year's budgeted costs for a minimum and maximum time period plus provision for an emergency fund, as set out below.

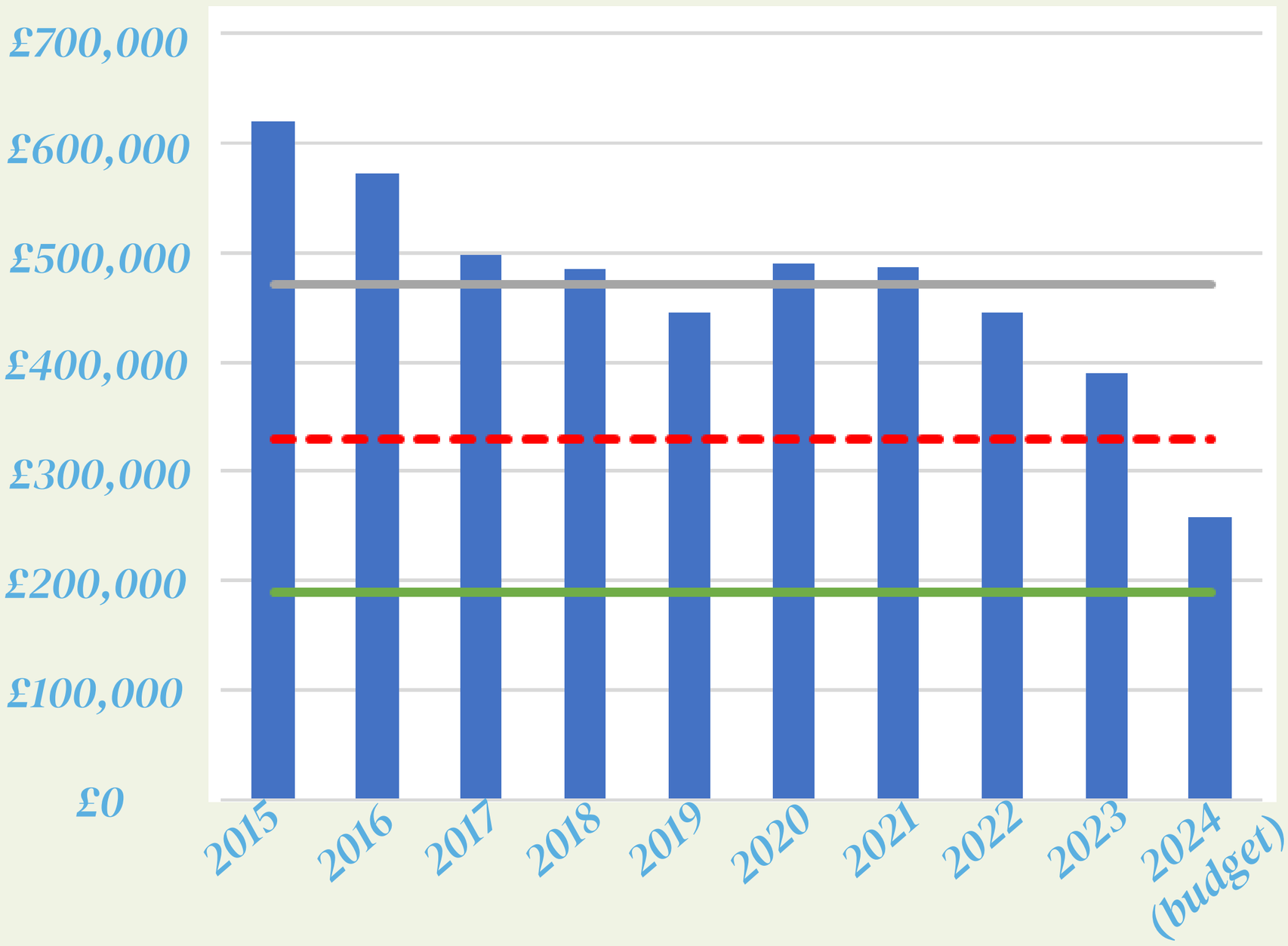
- Target unrestricted free reserve levels are expressed as a range calculated on the basis of
  - 100% of staff costs for 3-9 months
  - 100% of non-staff based central administrative costs for 3-9 months
  - 100% of central ministry costs for 3-9 months
  - 30% of average Navigators UK representative support for 3-6 months
  - Emergency support of staff/representatives in exceptional circumstances (minimum £25,000 and maximum £50,000)
  - We seek to stay broadly around the midpoint level of this unrestricted free reserve range and to never drop below the minimum.

Our current reserve position and projections

Calculated target reserves under this policy based on 2023/24 budgeted costs result in a maximum unrestricted reserve level of £471,284 and a minimum unrestricted reserve level of £189,233 (giving a midpoint target of £330,258).

At the end of 2022/23 free reserves stood at £390,205. The trustees have therefore felt confident to set a deficit budget of £132,142 for the 2023/24 financial year, supporting the continuing development of the charity's work. To reflect their duty to act prudently the trustees have taken a cautious approach to the forecasting of income, however they have set a more ambitious fundraising target that would lead to a considerably smaller deficit if achieved. During the year the trustees will carefully monitor fundraising performance while carrying out a review of the charity's financial strategy to ensure that a sustainable strategy is in place to provide financial support to the charity's long term operations.

Size of unrestricted reserves compared with reserve margins



Minimum reserves
Maximum reserves
Mid-point

Fundraising Activity

The Charity's fundraising approach is based on building personal relationships with donors and potential donors, inspiring those who share our goals to want to partner in our work both financially and through prayer. Self-employed Navigator representatives are responsible for raising funds for the Charity that can be used to support the costs of their ministries; the Charity can provide them with information packs and fundraising materials to help them in this.

Fundraising to support central Charity costs is co-ordinated by a core group including members of the NDT and staff members and is overseen by the trustees' Finance Committee. The Charity does not use commercial fundraisers.

Supporters are thanked appropriately and their data is kept secure. We do not sell or share supporter data for marketing purposes. We have not received any complaints about our fundraising activity.

Going Concern

In the light of the continuing generous support of our donors and the charity's strong balance sheet and reserves, the trustees are confident it is appropriate to prepare the annual accounts on a going concern basis.

4.Governance and Administrative Information

Governing Document

Navigators UK is a company limited by guarantee with charitable status which was incorporated on the 1st May 2002. In the event of the company being wound up, the members are liable to contribute such an amount as may be required (not exceeding £10) in respect of the guarantee. The Charity was registered in Scotland in July 2007. The governing document is its Memorandum and Articles of Association, these were last amended by a special resolution in 2011.

Appointment of Trustees

Navigators UK is a company limited by guarantee with charitable status which was incorporated on the 1st May 2002. In the event of the company being wound up, the members are liable to contribute such an amount as may be required (not exceeding £10) in respect of the guarantee. The Charity was registered in Scotland in July 2007. The governing document is its Memorandum and Articles of Association, these were last amended by a special resolution in 2011.

Organisation

Responsibility for the governance of the Charity lies with the Board of Trustees, which meets at least three times a year. During the year Steve Wexler was appointed to join the board. The Finance Committee met three times last year and comprised three trustees and the Country Leader, with responsibility for budget setting, monitoring of income and expenditure and the overview of the year-end accounts and audit. The Board has also established a Representative and Pastoral Committee, which met three times last year. This committee deals with pastoral matters relating to representatives and associates in order to better aid the fulfilment of trustee responsibility in these important areas.

The Board see it as part of their responsibility to be in direct contact with the representatives and associates around the UK in order to be aware of the developments in the ministry and the needs and opportunities that arise. Trustees are encouraged to attend local Navigator events and meetings to have contact with representatives, associates and supporters when this is possible.

Navigators UK belongs to the European Navigator region (NavEurope) and is part of the worldwide Navigator partnership, which has its international office in Colorado Springs, USA.

Related Parties

None of the trustees receive remuneration or other benefit from their work with the Charity. The opportunity to declare any potential conflicts of interest is presented at the commencement of each Board meeting.

Risk Management

The trustees continue to identify the major risks to which the organisation is exposed and ensure that risk is managed to a satisfactory level. Risks are identified and reviewed during the regular programme of Board and Board Committee meetings, where existing and new ministry activities, financial developments and regulatory changes are considered in the context of the risk they bring to the organisation.

Once identified, risks are formally documented within a Risk Register and, where appropriate, controls are implemented so as to seek to reduce the residual risk to an acceptable level commensurate with the Charity's resources.

The principal risks identified are the impact of the cost of living crisis on donations, reduction in reserve values due to poor investment decisions, the continuing the impact of Covid-19 on relational ministry and current legislative uncertainties around the definitions of employment status. A process of monitoring income levels for both individual representatives and central funds was put in place during the Covid-19 process and this has been kept in place to allow early identification of any significant reduction in donations due to the current economic situation.

In common with many charities with a small number of employees, the loss of key office staff through illness or resignation poses a risk to the day-to-day functioning of the Charity. The trustees have in place measures to detect emerging issues in good time but accept there will still be a residual risk.

In relation to employment status, the trustees have continued to review the legislation and recent court judgements and have taken professional advice.

The trustees continue to ensure a regular focus on our reserve levels as an integral part of our budgeting process.

Reference and administrative information

Charity Registered in England & Wales No.	1099148
Charity Registered in Scotland No.	SC038484
Company No.	04429021
Registered Office	Turner House 54 The Avenue Southampton SO17 1XQ

Key Management Personnel

Key management personnel for the 2022/23 financial year comprised the trustees and the National Director. From September 2023 Key management personnel comprised the trustees and the National Director's Team (see page 9 above).

Trustees

The trustees, who are also directors for the purposes of Company law, who served during the year and since the year end are:

M Osborn (Chair to 1/11/22 after which resigned) *†
S Wroe*† (Chair from 1/11/22)
L de Caestecker
H Heron†
S-M Kueh*
A Jones†
A Craig
S Wexler (appointed 26/06/2023)*

*Finance committee
†Representative and pastoral committee

National Director

P. Boydell

Bank

NatWest plc
5 Market Place
Kingston upon Thames
KT1 1JX

Solicitors

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

Auditors

Burton Sweet Ltd
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol
BS48 1UR

Statement of Trustees' Responsibilities

The trustees (who are also directors of The Navigators UK Limited for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for maintaining proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and ensuring that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to make themselves aware of that information.

Signed on behalf of the Board of Trustees

Simon Wroe

Simon Wroe - Chair

Date 22/11/2023

5. Accounts

Independent Auditor's Report

Opinion

We have audited the financial statements of The Navigators UK Limited (the "Charity") for the year ended 31 August 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 August 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulation 2006 (as amended).

Basis for opinion

We conducted out audit in accordance with international Standards in Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.
Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.
Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and out auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If based, on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report the fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the directors' report has been prepared in accordance with applicable law requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- we identified the laws and regulations applicable to the charity through discussions with those charged with governance and other management, and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements of the operations of the company, including the Companies Act 2006, taxation legislation and data protection, anti-bribery, employment, pensions, environmental and health and safety legislation; and
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management, inspecting legal correspondence and remaining alert during the audit for any indications of non-compliance.

Our audit procedures in relation to fraud included but were not limited to:

- making enquiries of those charged with governance and other management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- discussing amongst the engagement team the risks of fraud;
- gaining an understanding of the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;
- testing journal entries to identify unusual transactions;
- assessing whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- investigating the rationale behind significant or unusual transactions.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditors/audit-assurance-ethics/auditors-responsibilities-for-the-audit. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)c of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state in them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Joshua Kingston

Joshua Kingston ACA (Senior Statutory Auditor)
For and on behalf of Burton Sweet Limited
Statutory Auditor
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR Date: 22nd November 2023

The Navigators Limited

Statement of Financial Activities for the Year ended 31 August 2023

(Including Income and Expenditure Account)

	Note	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	2023 Total £	2022 Total £
Income from:						
Donations and legacies	2	73,962	-	1,518,902	**1,592,864**	1,583,357
Charitable activities	3	72,694	44,140	-	**116,834**	132,674
Disposal of fixed asset		-	-	-	**-**	200
Investments		11,153	-	-	**11,153**	1,750
TOTAL		157,809	44,140	1,518,902	**1,720,851**	1,717,981
Expenditure on:						
Charitable activities	4					
Payments to representatives and projects		94,754	-	1,393,156	**1,487,910**	1,446,185
National and regional initiatives		155,971	70,413	7,724	**234,108**	204,080
Training, development and care		33,723	2,927	-	**36,650**	50,972
Events		72,623	-	-	**72,623**	60,558
Raising funds	4	18,715	-	-	**18,715**	11,497
TOTAL		375,786	73,340	1,400,880	**1,850,006**	1,773,292
Unrealised gains on investments	9	798	-	-	**798**	1,949
Net (expenditure) / Income	6	(217,179)	(29,200)	118,022	**(128,357)**	(53,362)
Transfers between funds	12	161,467	(6,263)	(155,204)	**-**	-
Net movement in funds	12	(55,712)	(35,463)	(37,182)	**(128,357)**	(53,362)
RECONCILIATION OF FUNDS						
Total funds brought forward	12	445,918	1,481,511	174,095	**2,101,524**	2,154,886
Total funds carried forward	12	390,206	1,446,048	136,913	**1,973,167**	2,101,524

The Charity has no other recognised gains or losses other than the results for the year as set out above.
All the activities of the Charity are classed as continuing.
Prior year fund comparatives are disclosed in note 18.
The notes on pages 31-46 form part of these financial statements.

The Navigators Limited

Registered in England & Wales (1099148) and Scotland (SC038484)

BALANCE SHEET AS AT 31 AUGUST 2023

	Note	2023 £	2023 £	2022 £	2022 £	
TANGIBLE FIXED ASSETS	8		1,403,208		1,392,927	
INVESTMENT ASSETS	9		177,747		176,949	
CURRENT ASSETS						
Stock of literature and merchandise at cost		7,092		7,903		
Prepayments and debtors	10	96,894		72,558		
Savings accounts and Charity Deposit Fund		280,546		320,142		
Cash at bank and in hand		24,394		146,240		
		408,926		546,843		
CURRENT LIABILITIES						
Creditors: amounts falling due within one year	11	(16,714)		(15,195)		
		(16,714)		(15,195)		
NET CURRENT ASSETS			392,212		531,648	
TOTAL NET ASSETS			1,973,167		2,101,524	128,357
STATEMENT OF FUNDS						
Restricted funds	13		136,913		174,095	
Unrestricted funds						
General funds	13		390,206		445,918	
Designated funds	13		1,446,048		1,481,511	
TOTAL FUNDS	13		1,973,167		2,101,524	

These financial statements have been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.
Approved by the Trustees on 22nd November 2023 and signed on their behalf by:

Simon Wroe

S. Wroe

The notes on pages 31-46 form part of these financial statements.

Statement of Cash Flows
for the Year ended 31 August 2023

	Note	2023 Total funds	2022 Total funds
OPERATIONAL CASH FLOWS		£	£
Cash flows *for* operating activities			
Income from donations and legacies	20 (A1)	**1,575,581**	1,629,598
Costs of raising funds	20 (B2)	**(18,715)**	(11,497)
Net inflow for operating activities		**1,556,866**	1,618,101
Cash flows *from* operating activities			
Income from charitable activities	20 (A2)	**118,037**	132,067
Costs of charitable activities	20 (B1)	**(1,833,624)**	(1,753,794)
Net outflow from operating activities		**(1,715,587)**	(1,621,727)
Net inflow/(outflow) of operating activities		**(158,721)**	(3,626)
NON-OPERATIONAL CASH FLOWS			
Investing activities			
Interest from investments	20 (C1)	**10,792**	1,744
Costs of purchasing fixed assets	20 (C2)	**(13,513)**	(6,753)
Sale of fixed asset	20 (C3)		200
Purchase of investment asset	20 (C4)		(175,000)
Net inflow/(outflow) from investing activities		**(2,721)**	(179,809)
Net cash inflow/(outflow) for year	20	**(161,442)**	(183,435)

Charity law prohibits the use of net cash flows on any restricted fund to offset net cash outflows on any fund outside of its own purposes, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 31-46 form part of these financial statements.

Notes to the Accounts

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

a. Basis of accounting

The Charity is a public benefit entity. The financial statements have been prepared in accordance with the historical cost convention (except for investments which have been included at fair value) and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

b. Going Concern

The trustees regularly review whether going concern is the correct basis for the preparation of the accounts. They are confident that this is the case based on a review of anticipated future cash flows and the Charity's strong balance sheet. They consider that there are no material uncertainties related to events or conditions that cast significant doubt on the Charity's ability to continue as a going concern.

c. Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity. Unrestricted designated funds are unrestricted funds set aside by the trustees for particular purposes. Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

d. Income

All income is included in the Statement of Financial Activities when the Charity is entitled to it and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Income from donations and legacies is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable, including the related tax recoverable under the Gift Aid scheme.

Donated assets, services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by volunteers has not been included in these financial statements.

Income from investments is included when receivable and is allocated to unrestricted general funds.

Income from legacies is recognised when there is entitlement to the income (the charity has been notified of the terms of the will after the death of the benefactor), it is probable that the asset will be receivable and it is measurable.

e. Expenditure

Expenditure is recognised on an accrual basis, as a liability is incurred. Expenditure includes VAT, which cannot be recovered and is reported as part of the expenditure to which it relates.

Expenditure related to raising funds comprises the costs associated with attracting voluntary income.

Expenditure related to charitable activities comprises those costs incurred by the Charity in the delivery of its activities. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Central support costs are allocated to the different charitable activities on the basis of estimated time spent by the support staff. These estimates are reviewed annually.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. Governance costs are included within support costs.

f. Tangible fixed assets

Assets costing more than £1,000 are capitalised. Assets are initially recognised at cost or value to the Charity, and then held at this value less subsequent depreciation. An annual review for indicators of impairment is carried out on the property of the Charity by the Trustees. Depreciation is provided at the following annual rates in order to write off the cost of each asset over its estimated useful life (a full year's depreciation is calculated in the year of purchase and none in the year of disposal):

Office and computer equipment - 25% p.a. straight line

Real Property - Due to the current policy of investing significantly in the fabric of the Charity's London House the trustees believe it is appropriate not to make a depreciation charge on this property. However new solar panels have been installed which are being depreciated at 5% p.a. straight line.

g. Stock

Stocks of literature and merchandise are stated at the lower of cost and net realisable value. Provision is made for slow-moving stock when appropriate.

h. Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any discounts due.

i. Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

j. Creditors

Creditors are recognised as soon as there is a legal or constructive obligation committing the Charity to pay out resources. Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

k. Pensions

The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity and are independently administered. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

l. Leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

m. Investments

Investments are initially recognised within fixed assets at cost, then subsequently at market value with any gains or losses recognised in the Statement of Financial Activities.

2. Income from Donations and Legacies

	2023				2022			
	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total
	£	£	£	£	£	£	£	£
Donations	65,980	-	1,343,748	**1,409,728**	34,003	-	1,310,720	**1,344,723**
Legacies	-	-	-	**-**	29,003	15,994	-	**44,997**
Tax refunds	7,982	-	175,154	**183,136**	6,320	-	187,317	**193,637**
	73,962	-	1,518,902	**1,592,864**	69,326	15,994	1,498,037	**1,583,357**

3. Income from Charitable Activities

	2023				2022			
	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total
	£	£	£	£	£	£	£	£
					restated			restated
Administration subscriptions	6,809	-	-	**6,809**	7,720	-	-	**7,720**
National and regional initiatives	11,430	44,140	-	**55,570**	13,410	47,614	-	**61,024**
Training, development and care	8,916	-	-	**8,916**	7,673	-	-	**7,673**
Events and trips	34,165	-	-	**34,165**	44,173	-	-	**44,173**
Rental income from NavEurope	4,198	-	-	**4,198**	4,498	-	-	**4,498**
Provision of office support to NavEurope	7,176	-	-	**7,176**	7,586	-	-	**7,586**
	72,694	44,140	-	**116,834**	85,060	47,614	-	**132,674**

To reflect the transition of our Reps Conference to a National Conference income figures for this which were reported under Training Development and Care in 2022 have been restated under Events and Trips.

4. Expenditure on Charitable Activities and Raising Funds

		2023			2022		
		Direct costs	Central support costs	Total	Direct costs	Central support costs	Total
		£	£	£	£	£	£
Charitable activities							
	Payments to representatives & projects	1,417,365	70,545	**1,487,910**	1,372,295	73,890	**1,446,185**
	National and regional initiatives	114,179	119,929	**234,108**	96,927	107,153	**204,080**
	Training, development and care	24,937	11,713	**36,650**	13,943	10,864	**24,807**
	Events and trips	45,105	27,518	**72,623**	60,076	26,647	**86,723**
Raising funds		2,800	15,915	**18,715**	695	10,802	**11,497**
		1,604,386	245,620	**1,850,006**	1,543,936	229,356	**1,773,292**

To reflect the transition of our Reps Conference to a National Conference expenditure figures for this which were reported under Training Development and Care in 2022 have been restated under Events and Trips.
Central support costs are analysed in note 5.
Central support costs were divided on the basis of support staff time, with the split between charitable activities for each member of staff reflecting the particular activities they are involved with.

4. Expenditure on Charitable Activities and Raising Funds (continued)

National and regional initiatives includes central support costs related to work of the European Navigator Region of £11,374 (2021: £12,084).

Within payments to representatives & projects (direct costs), institutional grants of £121,065 (2021: £92,854) were paid to Navigator projects in UK, Africa and North America. The remaining payments of £1,296,300 (2021:1,279,441) consisted of grants to individuals.

5. Central Support Costs

	2023	2022
	£	£
Costs relating to staff	**155,330**	134,353
Costs relating to premises	**22,680**	22,443
Administration, communications and other charity running costs	**56,878**	63,366
Costs relating to governance	**10,732**	9,194
	245,620	229,356

6. Net Income before Transfers

This is stated after charging:

	2023	2022
	£	£
Depreciation	**3,232**	2,240
Auditor's remuneration	**8,580**	7,800

7. Staff Costs and Numbers

	2023	2022
	£	£
Salaries and wages	**131,739**	114,827
Employer's national insurance contributions	**7,265**	5,679
Pension contributions	**10,607**	8,905
	149,611	129,411

No employee received emoluments of more than £60,000 p.a.

The average number of employees was five (2022: five).

No employment benefits were paid to key management personnel (2022: nil).

8. Fixed Assets

	Equipment	Property	**Total**
	£	£	**£**
Cost			
At 1 September 2022	5,278	1,404,154	**1,409,432**
Disposals	(1,225)	-	**(1,225)**
Additions	4,007	9,506	**13,513**
At 31 August 2023	8,060	1,413,660	**1,421,720**
Depreciation			
At 1 September 2022	2,297	14,208	**16,505**
Depreciation on disposals	(1,225)	-	**(1,225)**
Charge for the year	2,321	911	**3,232**
At 31 August 2023	3,393	15,119	**18,512**
Net book value			
At 31 August 2023	4,667	1,398,541	**1,403,208**
At 31 August 2022	2,981	1,389,946	**1,392,927**

9. Investment Assets

	2023	2022
	£	£
At 1 September	176,949	-
Purchases		
CCLA Charities Ethical Investment Fund Accumulation Units	-	175,000
Unrealised Gain		
CCLA Charities Ethical Investment Fund Accumulation Units	**798**	1,949
At 31 August	**177,747**	176,949

10. Prepayments and Debtors

	2023	2022
	£	£
Debtors re income from donations and legacies	**75,351**	58,068
Debtors re income from charitable activities	**1,458**	1,282
Debtor re cost of charitable activities	**15**	226
Debtors re income from investments	**466**	105
Prepayments re costs of charitable activities	**19,604**	12,877
	96,894	72,558

11. Creditors: Amounts Falling Due Within One Year

	2023	2022
	£	£
Deferred income re income from charitable activities	**1,525**	357
Creditors/accruals re cost of charitable activities:		
Tax and national insurance	**2,345**	1,986
Other creditors	**4,264**	5,025
Accruals	**8,580**	7,827
	16,714	15,195

12. Movement in Funds

Prior year comparatives are disclosed in note 19.

	Note	At 31 Aug 2022	Income and gains	Expenditure and losses	Transfers between funds	At 31 Aug 2023
		£	£	£	£	£
UNRESTRICTED FUNDS						
General Funds		445,918	158,607	(375,786)	161,467	**390,206**
Libby Hinton Fund (designated)	(i)	19,276	-	(2,927)	-	**16,349**
Tithe Fund (designated)	(ii)	1,336	-	-	(1,336)	**-**
Fixed Assets Fund (designated)	(iii)	1,392,927	-	-	10,281	**1,403,208**
Central Services Fund (designated)	(iv)	11,477	-	-	(1,500)	**9,977**
London House Fund (designated)	(v)	56,495	44,140	(70,413)	(13,708)	**16,514**
		1,927,429	202,747	(449,126)	155,204	**1,836,254**
RESTRICTED FUNDS						
Representative Funds	(vi)	108,353	1,467,920	(1,347,354)	(116,055)	**112,864**
Admin Fund	(vii)	-	14,015	-	(14,015)	**-**
Scottish Admin Fund	(viii)	6,563	193	-	(6,756)	**-**
Robinson Africa Fund	(ix)	45,802	-	(45,802)	-	**-**
Second Half Living	(x)	2,699	-	(801)	-	**1,898**
Student Ministries	(xi)	-	40	-	(40)	**-**
Church Ministries	(xii)	1,208	234	(1,351)	(19)	**72**
Other restricted gifts	(xiii)	270	5,500	-	(5,344)	**426**
Other restricted grants	(xiv)	9,200	31,000	(5,572)	(12,975)	**21,653**
		174,095	1,518,902	(1,400,880)	(155,204)	**136,913**
TOTAL FUNDS		2,101,524	1,721,649	(1,850,006)	-	**1,973,167**

12. Movement in Funds (continued)

(i) **Libby Hinton Fund** holds part of a legacy that has been designated by the trustees for the provision of counselling, spiritual direction and retreats.

(ii) **Tithe Fund** held money designated by the trustees to be used as grants for projects and individuals associated with other Navigator organisations worldwide in line with the Charity's objectives. Following a review of how we support the worldwide partnership, the fund was closed during the year.

(iii) **Fixed Assets Fund** is a fund designated by the trustees to hold the value of fixed assets.

(iv) **Central Services Fund** holds part of a legacy that has been designated by the trustees to contribute towards central support costs.

(v) **London House Fund** (designated) holds a legacy relating to the London House and rental income. The fund has been designated to allow monitoring of the costs of operating and maintaining the property.

(vi) **Representative Funds** represents restricted donations to The Navigators UK Limited for the support of individual self-employed Navigator representatives or their ministry funds.

(vii) **Admin Fund** is a fund to receive restricted donations for administration costs.

(viii) **Scottish Admin Fund** is a fund to receive restricted donations for administration costs associated with events and initiatives in Scotland. During the year in consultation with the donors the fund was closed and monies held used to offset the costs to the general fund of operating the Scottish Office.

(ix) **Robinson Africa Fund** is a restricted fund comprising a legacy left to The Navigators UK Limited to be used for work in Africa.

During the year the fund was exhausted by a grant to the Navigators of Africa to enable them to set up a school in Nairobi.

(x) **Second Half Living** is a fund to receive restricted donations for Second Half Living initiatives.

(xi) **Student Ministries** is a fund to receive restricted donations for Student Ministries initiatives.

(xii) **Church Ministries** is a fund to receive restricted donations for Church Ministries initiatives.

12. Movement in Funds (continued)

(xiii) Other restricted gifts represents small restricted donations for specific events or national initiatives.

(xiv) Other restricted grants represents grants received during the year 2022/23 that have not been entirely expended and which are anticipated to be spent as projects are completed in 2023/24

Transfers shown are net movements between funds and consist of:

Transfer of designated funds: movement of funds set aside by the trustees for specific purposes from unrestricted general funds into designated funds.

Central Support Costs Transfer: Transfer of Central Support Costs relating to the London House from designated fund to General Unrestricted Funds.

Fixed Asset Transfers: Transfer the value of newly acquired fixed assets from unrestricted funds to the designated fund

Depreciation Transfers: Transfers the cost of depreciation of Fixed Assets from the designated fund to unrestricted funds

Administration charge transfers: a levy on donations received transferred from various restricted funds to unrestricted general funds.

Ministry transfers: movement of funds from various restricted and designated funds to unrestricted general funds to contribute towards expenditure in line with their restrictions and designations.

General Fund transfers: donations that in the past have been restricted and have been redirected by the donor to unrestricted general funds.

	Unrestricted general funds	Unrestricted designated funds	Restricted funds	2023 Total
	£	£	£	£
Transfer of designated funds			-	-
Central Support Costs Transfer	4,202	(4,202)	-	-
Fixed Asset Transfers	(4,007)	4,007	-	-
Depreciation Transfers	3,232	(3,232)	-	-
Administration charge transfers	106,925	-	(106,925)	-
Ministry transfers	40,017	(2,836)	(37,181)	-
General Fund transfers	11,098	-	(11,098)	-
	161,467	(6,263)	(155,204)	-

13. Analysis of Net Assets between Funds

	Unrestricted funds	Restricted funds	2023 Total
	£	£	£
Tangible fixed assets	1,403,208	-	**1,403,208**
Investment assets	177,747	-	**177,747**
Net current assets	255,299	136,913	**392,212**
Total net assets at 31 August 2023	1,836,254	136,913	**1,973,167**

	Unrestricted funds	Restricted funds	2022 Total
	£	£	£
Tangible fixed assets	1,392,927	-	1,392,927
Investment assets	176,949	-	176,949
Net current assets	357,553	174,095	531,648
Total net assets at 31 August 2022	1,927,429	174,095	2,101,524

14. Commitments under Operating Leases

At 31 August 2023 the charitable company had future minimum lease payments under non-cancellable operating leases for each of the following periods:

	2023	2022
	£	£
Within one year	**21,582**	21,712
Within two to five years	**8,062**	23,138
	29,644	44,850

Expenditure on the Statement of Financial Activities for the year ended 31 August 2023 relating to these leases was £25,209 (2022: £25,418).

15. Trustees' Remuneration

None of the trustees received any remuneration in the year (2022: £nil).
£1,046 travel expenses were reimbursed to two trustees (2022: £209).

16. Donations from Related Parties

Aggregate donations (including tax refunds) received from trustees, key management personnel and their close family members was £33,525 (2022: 30,825).

17. Related Party Transactions

Related party transactions during the year relate to grants made to the self-employed representatives to further the purposes of the charity.

Helen Heron is a trustee of The Navigators UK Limited and is a close family member of a self-employed representative of the charity. The daughter of Helen Heron (a Trustee of the Charity) is a self-employed representative of the charity and received grants totalling £20,716 to further the purposes of the charity (2022: £17,088).

Philip Boydell is the National Director of The Navigators UK Limited, a role that is considered to be key management personnel, and is a close family member of Rosalyn Boydell. As described in the Trustees Report, the National Director operates as a self-employed representative of the charity and as such grants totalling £72,461 (2022: £75,160) were made to Philip and Rosalyn Boydell to further the purposes of the charity.

18. Prior Year Fund Comparatives for the Statement of Financial Activities

	Unrestricted general funds	Unrestricted designated funds	Restricted funds	2022 Total
	£	£	£	£
Income from:				
Donations and legacies	69,326	15,994	1,498,037	**1,583,357**
Charitable activities	85,060	47,614	-	**132,674**
Disposal of fixed asset	-	200	-	**200**
Investments	1,750	-	-	**1,750**
TOTAL	156,136	63,808	1,498,037	**1,717,981**
Expenditure on:				
Charitable activities				
Payments to representatives and projects	96,489	8,211	1,341,485	**1,446,185**
National and regional initiatives	146,928	56,016	1,136	**204,080**
Training, development and care	50,078	894	-	**50,972**
Events	60,558	-	-	**60,558**
Raising funds	11,497	-	-	**11,497**
TOTAL	365,550	65,121	1,342,621	**1,773,292**
Unrealised gains on investments	1,949	-	-	**1,949**
Net income/(expenditure)	(207,465)	(1,313)	155,416	**(53,362)**
Transfers between funds	167,093	(29,780)	(137,313)	**-**
Net movement in funds	(40,372)	(31,093)	18,103	**(53,362)**
RECONCILIATION OF FUNDS				
Total funds brought forward	486,290	1,512,604	155,992	**2,154,886**
Total funds carried forward	445,918	1,481,511	174,095	**2,101,524**

The Charity has no other recognised gains or losses other than the results for the year as set out above. All the activities of the Charity are classed as continuing.

19. Prior Year Fund Comparatives for the Movement in Funds

	Note	At 1 Sept 2021 £	Income and gains £	Expenditure and losses £	Transfers between funds £	At 31 Aug 2022 £
UNRESTRICTED FUNDS						
General Funds		486,290	333,883	(365,550)	167,093	**621,716**
Libby Hinton Fund (designated)	(i)	20,170	-	(894)	-	**19,276**
Tithe Fund (designated)	(ii)	5,093	-	(8,211)	4,454	**1,336**
Fixed Assets Fund (designated)	(iii)	1,388,416	200	-	4,311	**1,392,927**
Central Services Fund (designated)	(iv)	40,820	2	-	(29,345)	**11,477**
London House Fund (designated)	(v)	58,105	63,606	(56,016)	(9,200)	**56,495**
		1,998,894	397,691	(430,671)	137,313	**2,103,227**
RESTRICTED FUNDS						
Representative Funds	(vi)	97,091	1,466,040	(1,340,244)	(114,534)	**108,353**
Admin Fund	(vii)	-	15,708		(15,708)	**-**
Scottish Admin Fund	(viii)	5,843	720	-	-	**6,563**
Robinson Africa Fund	(ix)	47,043		(1,241)	-	**45,802**
Second Half Living	(x)	3,817	-	(1,118)	-	**2,699**
Connect	(xi)	920	-	-	(920)	**-**
Student Ministries	(xii)	-	30	-	(30)	**-**
Church Ministries	(xiii)	1,136	98	(18)	(8)	**1,208**
Other restricted gifts	(xiv)	142	5,441		(5,313)	**270**
Other restricted grants	(xv)	-	10,000	-	(800)	**9,200**
		155,992	1,498,037	(1,342,621)	(137,313)	**174,095**
TOTAL FUNDS		2,154,886	1,895,728	(1,773,292)	-	**2,277,322**

Libby Hinton Fund holds part of a legacy that has been designated by the trustees for the provision of counselling, spiritual direction and retreats.

Tithe Fund holds money designated by the trustees to be used as grants for projects and individuals associated with other Navigator organisations worldwide in line with the Charity's objectives.

Fixed Assets Fund is a fund designated by the trustees to hold the value of fixed assets.

Central Services Fund holds part of a legacy that has been designated by the trustees to contribute towards central support costs.

London House Fund (designated) holds a legacy relating to the London House and rental income. The fund has been designated to allow monitoring of the costs of operating and maintaining the property.

Representative Funds represent restricted donations to The Navigators UK Limited for the support of individual self-employed Navigator representatives or their ministry funds.

19. Prior Year Fund Comparatives for the Movement in Funds (continued)

Admin Fund is a fund to receive restricted donations for administration costs.

Scottish Admin Fund is a fund to receive restricted donations for administration costs associated with events and initiatives in Scotland.

Robinson Africa Fund is a restricted fund comprising a legacy left to The Navigators UK Limited to be used for work in Africa.

Second Half Living is a fund to receive restricted donations for Second Half Living initiatives.

Connect is a fund to receive restricted donations for the Connect graduate training programme.

Student Ministries is a fund to receive restricted donations for Student Ministries initiatives.

Church Ministries is a fund to receive restricted donations for Church Ministries initiatives.

Other restricted gifts represent small restricted donations for specific events or national initiatives.

Other restricted grants represents a grant received from the Ardbarron Trust towards Navigator work in Ireland that will be expended in Financial Year 2022/23.

Transfer of designated funds: movement of funds set aside by the trustees for specific purposes from unrestricted general funds into designated funds.

Administration charge transfers: a levy on donations received transferred from various restricted funds to unrestricted general funds.

Ministry transfers: movement of funds from various restricted funds to unrestricted general funds to contribute towards expenditure in line with their restrictions.

General Fund transfers: donations that in the past have been restricted and have been redirected by the donor to unrestricted general funds.

19. Prior Year Fund Comparatives for the Movement in Funds (continued)

Transfer of designated funds: movement of funds set aside by the trustees for specific purposes from unrestricted general funds into designated funds.

Administration charge transfers: a levy on donations received transferred from various restricted funds to unrestricted general funds.

Ministry transfers: movement of funds from various restricted funds to unrestricted general funds to contribute towards expenditure in line with their restrictions.

General Fund transfers: donations that in the past have been restricted and have been redirected by the donor to unrestricted general funds.

Transfers shown are net movements between funds and consist of:

	Unrestricted general funds	Unrestricted designated funds	Restricted funds	2022 Total
	£	£	£	£
Transfer of designated funds	29,780	(29,780)	-	-
Administration charge transfers	109,644	-	(109,644)	-
Ministry transfers	22,736	-	(22,736)	-
General Fund transfers	4,933	-	(4,933)	-
	167,093	(29,780)	(137,313)	-

20. Reconciliation of the Statement of Financial Activities

		2023					2022
		Statement of Financial Activities	Debtors & Prepayments	Creditors & Accruals	Stock levels	Cash flow	Cash flow
		£	£	£	£	£	£
A1	**Income from donations and legacies**	1,592,864					
	(Increase)/decrease in debtors		(17,283)			**1,575,581**	1,583,357
A2	**Income from charitable activities**	116,834					
	(Increase)/decrease in debtors		35				
	Increase/(decrease) in deferred income			1,168		**118,037**	132,674
B1	**Costs of charitable activities**	(1,831,291)					
	Depreciation charged	3,232					
	(Increase)/decrease in prepayments		(6,727)				
	Increase/(decrease) in creditors and accruals			351			
	(Increase)/decrease in stocks				811	**(1,833,624)**	(1,759,555)
B2	**Costs of raising funds**	(18,715)				**(18,715)**	(11,497)
C1	**Interest from investments**	11,153					
	(Increase)/decrease in debtors		(361)			**10,792**	1,750
C2	**Costs of purchasing fixed assets**	(13,513)				**(13,513)**	(6,753)
C3	**Surplus from disposal of fixed asset**					**-**	200
C4	**Purchase of investment asset**					**-**	(175,000)
	Balance sheet movements	**(139,436)**	**(24,336)**	**1,519**	**811**	**(161,442)**	(234,824)

21. Analysis of Changes in Cash and Cash Equivalents

	2023	2022	Change
	£	£	£
Savings account and CCLA	280,546	320,142	**(39,596)**
Cash at bank and in hand	24,394	146,240	**(121,846)**
	304,940	466,382	**(161,442)**

	2022	2021	Change
	£	£	£
Savings account	320,142	436,054	**(115,912)**
Cash at bank and in hand	146,240	213,763	**(67,523)**
	466,382	649,817	**(183,435)**

navigators

Your support for the Navigators can help us change lives

'... through us your generosity will result in thanksgiving to God' (2 Cor 9:11).

The Navigators UK Ltd is a charity registered in England and Wales (1099148) and Scotland (SC038484) and is a company limited by guarantee registered in England and Wales

www.navigators.co.uk
info@navigators.co.uk
023 8055 8800

54 The Avenue
Southampton
SO17 1XQ

THE NAVIGATORS UK LIMITED

England & Wales - Charity number 1099148

Accounts

THE NAVIGATORS UK LIMITED

A Company Limited by Guarantee

Company no. 04429021

Charity Registered in England & Wales no. 1099148
Charity Registered in Scotland no. SC038484

ANNUAL REPORT AND ACCOUNTS

31 August 2022

THE NAVIGATORS UK LIMITED

ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022

CONTENTS

	Page
Report of the Trustees	
Chair's Report, Objectives and Activities	**1**
Achievements and Performance	**2**
Financial Review	**4**
Plans for Future Periods	**6**
Structure, Governance and Management	**7**
Reference and Administrative Information	**9**
Statement of Trustees' Responsibilities	**10**
Independent Auditors' Report to the Trustees	**11**
Statement of Financial Activities	**15**
Balance Sheet	**16**
Statement of Cash Flows	**17**
Accounting Policies	**18**
Notes to the Accounts	**19-25**

The trustees present their annual report and audited financial statements of The Navigators UK Limited ('the Charity' or 'Navigators UK') for the year ended 31 August 2022. The trustees have adopted the provisions of the Statement of Recommended Practice applicable to charities, preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS102).

CHAIR'S REPORT

Navigators UK has been financially stable and has had diversified support. We were not significantly impacted financially by Covid-19 but it has hindered our student and church ministries. 2021/22 has been a period of recovery and high investment – especially in supporting new reps with matched funding. We also welcomed a new country leader who has requested significant investment to broaden our ministries.

Historically we have had significant unrestricted reserves and therefore had spent eight years setting deficit budgets in our mission fund. This was in order to invest in growing the ministry and meeting key needs.

In 2021/22 our reserves would have ended the year just below the maximum point except for the notification of a legacy which we expect to arrive in 2022/23 but in accordance with accounting practice has been recognised as income this year. The trustees have therefore budgeted in 2022/23 for another year of significant investment in our mission. We anticipate this will take us towards the mid-point of our reserves position. As we wish to sustain and grow this level of central activities going forward we will increase our fundraising next year to ensure our increased level of expenditure is sustainable.

We have not seen any significant reduction in financial support to our representatives but we are monitoring the situation closely. We will use reserves to make very short-term discretionary grants to support any representative who gets into severe financial difficulty whilst they fundraise or find alternative ministries.

The house legacy, from an associate, that we received in 2021/22 came with a significant financial legacy. This house is an important asset and a great centre for ministry in London. We are fully committed to maintaining the house in its disciple-making ministry out of respect and gratitude to the donor. The significant cash legacy has been placed in a designated fund to support a programme of much-needed maintenance on the house. We are being hampered a little by the unavailability and high cost of builders in London. The house should also generate, in the medium term, a net cash surplus from rent minus expenses.

Six new representatives and three new associates joined over the course of the year. A number of people finished their time with the Navigators and we will miss their great contribution but wish them great blessing – well done good and faithful servants!

OBJECTIVES AND ACTIVITIES

The main objective of the Charity is the advancement of the Christian religion in the UK and overseas through evangelism, teaching, mentoring, training and the production and distribution of materials. We are committed to helping people come to know Christ, to live as Christ's disciples in society and to be equipped to help others to do the same. This is expressed in our calling**: 'To advance the gospel of Jesus and his kingdom into the nations through spiritual generations of labourers living and discipling among the lost'.**

Our core values and vision have been identified and these provide the foundation for our strategy for ministry. Throughout our ministry we will continue our focus on

- knowing, loving and becoming like Christ
- the truth and sufficiency of the scriptures
- the transforming power of the gospel
- the leading and empowering of the Holy Spirit
- expectant faith and persevering prayer

Public Benefit

The trustees have had due regard to the Charity Commission's guidance on public benefit.

Fundraising Activity

The Charity's fundraising approach is based on building personal relationships with donors and potential donors, inspiring those who share our goals to want to partner in our work both financially and through prayer. Self-employed Navigator representatives are responsible for raising funds for the Charity that can be used to support the costs of their ministries; the Charity can provide them with information packs and fundraising materials to help them in this.

Fundraising to support central Charity costs is co-ordinated by a core group including members of the NLT and staff members and overseen by the trustees' Finance Committee. The Charity does not use commercial fundraisers. This year there has been minimal new central fundraising activity due to our strong financial situation.

Supporters are thanked appropriately and their data is kept secure. We do not sell or share supporter data for marketing purposes. We have not received any complaints about our fundraising activity.

Key Strategies

The key strategies employed to achieve our main objectives for the public benefit are:

- To see people constantly growing in their practical knowledge of Jesus, founded on what the Bible teaches, so that their lives are being changed to reflect Jesus' love for others.
- To see this personal transformation having an impact on those around them so others are drawn into this same way of living out that love for others as a consequence of their own personal encounters with God.
- To enable those who join this ministry to be trained both in a greater depth of understanding and in ways of sharing their lives with others so they in turn would have a similar impact.
- Helping people of all ages withstand the turmoil of 21st Century life by developing greater emotional and spiritual resilience.

Activities

The Charity's principal activities to achieve our charitable objectives for the public benefit are:

- The support of self-employed Navigator representatives who are funded by donations made for their ministries. Within the UK these representatives are currently helping people to live out and pass on the Christian faith in a variety of contexts and situations, including university students, those in their early working life who have graduated from our student ministries, those beyond 50 years of age, those of different cultures living in the UK, and church small groups and leaders. Some of our representatives do similar work in other countries, mostly in Europe but also in Africa, the USA and Asia.
- National and regional initiatives that build on the work of individual representatives and self-funding associates, including the development of new discipleship resources for use both within the Navigator movement and by individuals and churches, and the provision of short-term overseas trips to provide younger Christians with experience of living and working in a cross-cultural context.
- Initiatives for the training, development and care of Navigator representatives and associates, including a graduate programme called Connect, and a NavEquip course for those wishing to develop a longer term association with the Navigators UK.
- Events to connect and envision friends and supporters, and conferences for students and recent graduates.

ACHIEVEMENTS AND PERFORMANCE

The Hidden reality: We tend to mark organisations according to certain activities: events, numbers, certain measurable activities. The Navigators do those things but at the core is a team of Representatives, and many others, who do a significant and often hidden work of relationally investing into the lives of individual people in many hidden ways and seemingly unremarkable ways - helping them grow in their faith and life. This is a work that often goes unnoticed but is perhaps the most dominant activity of the charity. Thousands of lives have been transformed by this relational work.

Support and Development of Navigator Representatives and Movement

- The **National Leadership Team (NLT)** is seeking to bring strategic direction to the UK work and the Regional Teams are looking after the 'Fields' of operations in England and Wales and Scotland and Northern Ireland. The Regional Teams provide training days and weekends and ensure overseer support of individual Reps. These teams provide encouragement and stimulation towards pioneering and the working out of our calling in local contexts. The Scotland and Ireland Regional Team is also supporting the starting of a new Navigators work in the Republic of Ireland in the next 6-12 months.

- **National events** are critical to our work and this year saw the re-launch (post Covid) of the National Conference. It attracted over 140 people for a weekend in May 2022 and was a hugely successful launch of the concept of the Alongsider Movement. In addition, we have been developing the NavNetwork online conference which happens at least three times a year and has attracted nearly 200 people to each event.

- This year has seen the establishing of a **Core Support team** (CST) that combines the paid employees with representatives drawn from the NLT. This is in order for the CST to provide support to strategic leadership initiatives. The CST provide excellent standards of administrative and financial control as well as critical communications work for the charity. They are spearheading many of our strategic 'change projects' alongside the National Leadership.

- A **National Training Coordinator** oversees the NavEquip and Connect programmes, which provide key training/development for those doing the 'intern' year (Connect) and those doing the NavEquip programmes including Trainee Reps. This year five people are going through the year-long Connect programme and another 15 through NavEquip in its various year cohorts.

- We have a new **Mission Partner Development team (MPD)** that seeks to strategically support Reps in their raising funds to support their ministries. This is supported by a matched funding programme that matches 25% of new regular donations in year one of being a Rep and 12.5% of new donations in year two. Through these systems we have been able to effectively support six new people entering Christian ministry despite the challenging financial landscape.

- We have specialist **Networks.** One is focused on those who are working in Student Ministry, which includes monthly specialised training content. Another is a Church Ministries team that is seeking to help people work out our calling in local churches. This includes a bi-monthly cohort call. We also have an Entrepreneurs Community that has monthly cohort calls and had its first weekend away training event in April 2022 which attracted over 30 businesses.

- The **International Missions Team**, seeks to mobilise people to have a heart for the Nations through short term programmes. After two years where travel was curtailed by Covid, in 2022 we had four summer programmes which were organised to Turkey, Norway, Poland and Slovakia involving 42 participants.

Student Ministry

This is still our largest ministry platform. We have around 400 students involved in our various ministries across the UK. The aim, as always, is that we deeply invest in these students so that strong foundations of faith and life are established that will enable them to stand tall and help them to be able to be a blessing to others. This is a generation who are hungry for mentoring and help. Post-Covid we have seen a hunger for the kind of relational ministry that the Navigators specialises in and we have seen many of our groups grow.

A number of events happened this academic year aimed at investing in the student generation. These included a number of student retreats and events to support those currently engaged in student ministry and emerging leaders.

Second Half Living Ministry

Second half living has been seeking to finalise resources and materials in order to launch out and serve the wider church. Under new leadership they are exploring developing a whole new cohort of 'trainers' who can take the material across the UK. They are also developing partnerships with others in the church in this strategic area of helping people navigate the challenges of the second half of life. Multiple churches and groups throughout the UK have been part of trialling the resources.

International Missions/European investment

We continue to develop and support a network of people who are taking their jobs overseas. We have a team of two UK people who provide oversight and support to this network. Many of our Reps are also involved in investing in the European Navigators work. As a Partnering Country, the Navigators UK have a lot of people and resources that are invaluable in developing the Navigators work in other European countries. For example, our UK Student Leader provided leadership to the European Student Network

(stepping down in September 2022) and a former UK Country Leader provides support to the other European partnering Country Leaders.

Ministry Size

At 31 August 2022 there were 45 associates and 77 representatives working with the Navigators UK, including six new representatives and three new associates who joined us over the course of the year. Of these, around 25-30 ministered to university students in eleven UK cities, with a particular ministry to international students in some of these universities. Other representatives are involved in the leadership of the projects described above and ministering in their local communities.

Publications

The production and distribution of resources to support discipleship and the understanding of the Christian faith has always been a significant aspect of our work. The majority of publications we distribute are short books written by our representatives and editorial team. Over the year two new books were published and a Navigator journal was produced. Total online sales consisted of 2,261 books written by UK Navigators, 343 books from other writers and 1,326 leaflets.

FINANCIAL REVIEW

The balance sheet shows total net assets of £2,101,524, a reduction of £53,362 during 2021/22. There are no funds in deficit in the accounts.

This year saw the full year of direct operation of the London House by the charity. The income produced by the house and a cash legacy which was received from the donor of the house have been held within a designated fund to allow effective monitoring of the costs of operating the house. This year a significant investment has been made from the fund for a programme of repairs to the fabric of the house.

Income

Voluntary donations were £1,344,723 (2021: £1,234,620). In addition the charity also received legacies of £44,997 (2021: £74,686) and gift aid recovered of £193,637 (2020: £177,716). This represents an increase of 6% in voluntary income excluding legacies, largely attributable to the generous response of our donors to appeals to support our work with victims of the invasion of Ukraine.

Most of our voluntary income is restricted by the donors to support the ministries of particular Navigator representatives or projects. An 8% administration charge was levied on restricted gifts to help fund the national office.

Despite the ongoing national economic challenges, the overall picture is one of stability and the trustees are very grateful for the faithful generosity of our supporters. They are continuing to actively monitor the monthly income for the support of individual Navigator representatives and for our general funds. If there are indications that particular Navigator representatives are suffering hardship as a result of a fall in income, the Charity has made short-term discretionary grants to these representatives.

Expenditure

The bulk of our expenditure continues to be payments made to support the ministries of self-employed Navigator representatives working in the UK and abroad.

Unrestricted funds (including the 8% administration charge) were used to fund ministries and projects and to cover the central support costs of the national office and governance. These central support costs were £229,356, an increase of £12,140 (5.6%) compared with last year. A deficit of £14,567 in central services expenditure over income was funded from the Central Services designated fund established in 2020 as a result of a legacy.

Investment Policy

The majority of investments are maintained in a low-risk liquid position with competitive interest. During the year the trustees reviewed their investment policy in the light of rising inflation and decided to invest £175,000 in the CCLA COIF Ethical Investment Fund to better protect the charity’s strategic reserves from inflation. The

placement of the remaining funds has been reviewed to maximise interest rates and is now divided between the CCLA COIF Charity Deposit Fund, two 90-day notice accounts protected by the government Financial Services Compensation Scheme and the remainder held with the charity's principal bankers. The amount invested, the spread over institutions and the interest rates earned are regularly reviewed by the Finance Committee of the Board.

Reserves Policy

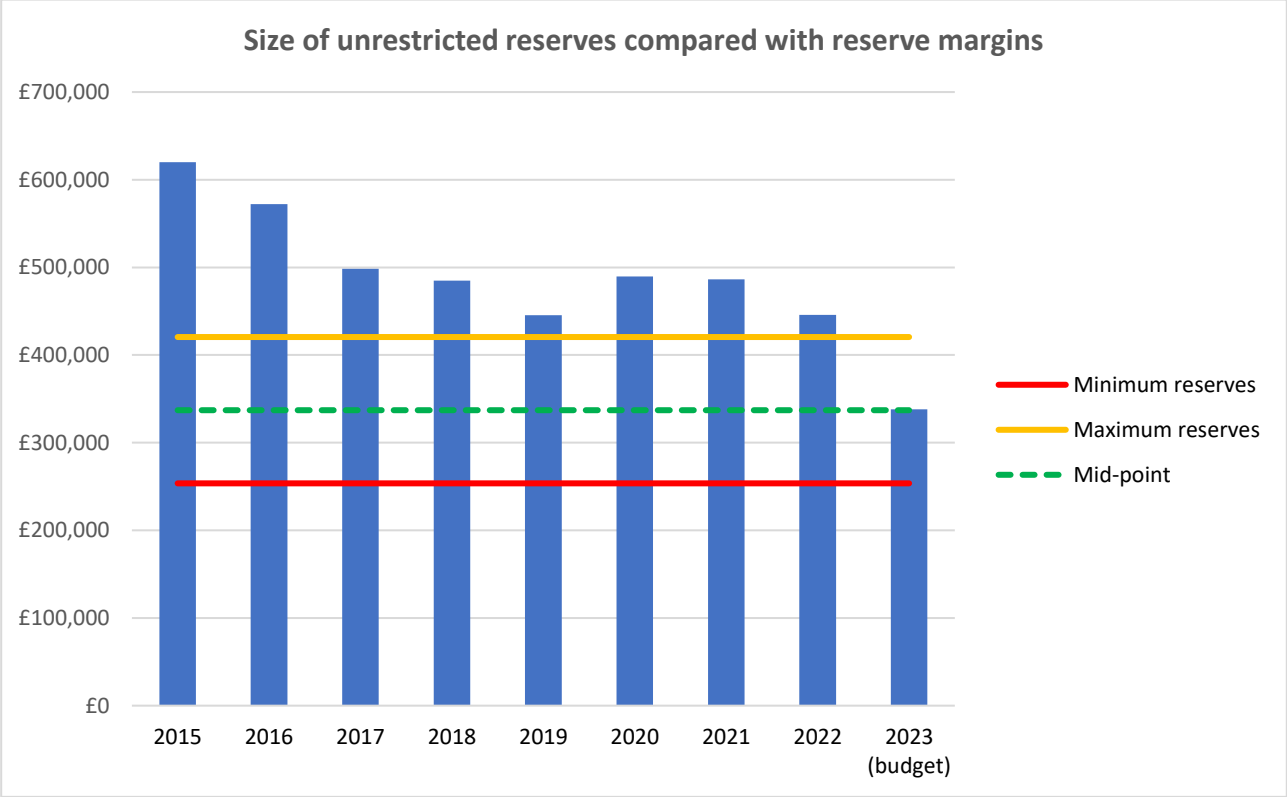
Unrestricted funds are held in general funds to meet the costs of future ministries and projects and to underwrite current activities. Monitoring of reserve levels, resultant budget setting and review of actual financial performance are reviewed by both the Finance Committee and the Board. The Finance Committee will review the reserves policy in the coming financial year to evaluate whether changes are possible given the positive impact the legacy of the London House has had on the Charity's balance sheet.

Key elements of our reserve policy:

- Unrestricted free reserves (defined as unrestricted funds excluding designated funds) are held to protect against a sudden and catastrophic fall in donations and/or related tax relief. This is in order to protect the work of our representatives and enable the Charity to continue operating in the short term whilst evaluating and exercising options for survival or cessation and is consistent with good practice.
- Both minimum and maximum reserve levels are calculated to be used when monitoring performance and setting future budgets. These calculations use varying percentages of next year's budgeted costs for a minimum and maximum time period plus provision for an emergency fund, as set out below.
- Target unrestricted free reserve levels are calculated on the basis of
    - 100% of administration staff costs for 9-12 months
    - 100% of communications and resources staff costs for 4-8 months
    - 90% of non-staff based central administrative costs for 9-12 months
    - 75% of central ministry costs for 6-9 months
    - 30% of average Navigators UK representative support for 3-6 months
    - Emergency support of staff/representatives in exceptional circumstances (minimum £25,000 and maximum £50,000)
- We seek to stay broadly around the midpoint level of this unrestricted free reserve range and to never drop below the minimum.

Our current reserve position and projections:

- Calculated target reserves under this policy based on 2022/23 budgeted costs result in a maximum unrestricted reserve level of £420,516 and a minimum unrestricted reserve level of £253,605 (giving a midpoint target of £337,061).
- At the end of 2021/22 free reserves stood at £445,918. A deficit budget for 2022/23 has therefore been set which is forecast to bring reserve levels down to £337,952 at the end of the financial year.



Going Concern

In the light of the continuing generous support of our donors and the charity's strong balance sheet and reserves, the trustees are confident it is appropriate to prepare the annual accounts on a going concern basis.

PLANS FOR FUTURE PERIODS

This month marks just over 12 months since the new country leader has been in post. There are significant changes proposed for the future of the movement including:

- Strengthening and building of all the existing ministry platforms
- The launching of a new programme that enables people to 'join' us in order that they can be resourced and supported in living out our calling in all the contexts they find themselves – this is aimed at both those who have had previous Navigators experience and those who have not had this but want to partner with us in working out our calling in their contexts.
- We are developing a new communications strategy that enables us to communicate better with the wider 'movement' and the younger generations, including a new website and other platforms of communication.
- We are exploring the planting of multiple 'communities' of alongsiders both in local churches and in other contexts throughout the UK and are providing a training focus to enable this to happen.
- We are looking at strengthening our national finances to enable us to effectively fulfil our vision into the next generation and a fundraising campaign is planned for the end of 2022 with the aim of encouraging more supporters to make a regular donation to the Mission Fund to provide a secure foundation to maintain and grow our core work once reserves reach their mid-point.
- We are seeking to recruit more people back into the Navigators who have experience and expertise to help us make the move to serve a much wider constituency.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Navigators UK is a company limited by guarantee with charitable status. In the event of the company being wound up, the members are liable to contribute such an amount as may be required (not exceeding £10) in respect of the guarantee. The Charity was registered in Scotland in July 2007.

Appointment of Trustees

Trustees are appointed by the Board after prayerful consideration of candidates, the needs of the Charity and the potential contribution of new trustees. When new trustees are being sought, Board members, representatives and associates are invited to suggest individuals and the Board decides who to approach and invite to consider becoming a trustee. In order to familiarise themselves with the ethos, aims and activities of the Charity, potential trustees are invited to attend a Board meeting as observers before being invited to join the Board. Potential trustees are interviewed by at least two board members and two references are taken up prior to their appointment If the individual is willing to be a trustee they are elected by the Board and formally invited to join. New trustees are encouraged to attend training seminars and all trustees are invited to attend the annual national conference.

Organisation

Responsibility for the governance of the Charity lies with the Board of Trustees, which meets at least three times a year. The Board has established a Finance Committee, which met three times last year and comprised three trustees and the Country Leader, with responsibility for budget setting, monitoring of income and expenditure and the overview of the year-end accounts and audit. The Board has also established a Representative and Pastoral Committee, which met three times last year and comprised four trustees and a member of the NLT; this committee deals with pastoral matters relating to representatives and associates in order to better aid the fulfilment of trustee responsibility in these important areas. During the year one new trustee was appointed.

The Board see it as part of their responsibility to be in direct contact with the representatives and associates around the UK in order to be aware of the developments in the ministry and the needs and opportunities that arise. Trustees are encouraged to attend local Navigator events and meetings to have contact with representatives, associates and supporters when this is possible.

Operational responsibility for the ministry of the Charity is entrusted to the Country Leader, supported by a National Leadership Team. The NLT is supplemented by two regional leadership teams, one covering Scotland and Ireland, the other England and Wales. The Country Leader and all the other Navigator representatives are self-employed and work in association with the Charity to provide ministry services to enable the Charity to fulfil its objectives and related activities. Such services are set out in formal ministry agreements, which are regularly reviewed. The Charity employs an Office Manager, Finance Manager and Office Assistant to provide central administration and financial control, and two other staff who have responsibility for managing and delivering the Charity's communications to representatives, associates, supporters, trustees and the wider community and the production of resources.

Navigators UK belongs to the European Navigator region (NavEurope) and is part of the worldwide Navigator partnership, which has its international office in Colorado Springs, USA. The European Director, Bill Sparks, has established his office in our building in Southampton and we provide him with administrative support as well as office space. NavEurope is charged for these facilities and support. The aims and objectives of NavEurope are very similar to those of Navigators UK but they work in a wider European context.

Related Parties

None of the trustees receive remuneration or other benefit from their work with the Charity. The opportunity to declare any potential conflicts of interest is presented at the commencement of each Board meeting.

Risk Management

The trustees continue to identify the major risks to which the organisation is exposed and ensure that risk is managed to a satisfactory level. Risks are identified and reviewed during the regular programme of Board and Board Committee meetings, where existing and new ministry activities, financial developments and regulatory changes are considered in the context of the risk they bring to the organisation. Once identified, risks are

formally documented within a Risk Register and, where appropriate, controls are implemented so as to seek to reduce the residual risk to an acceptable level commensurate with the Charity's resources.

The principal risks identified are the impact of the cost of living crisis on donations, the impact of Covid-19 on relational ministry and current legislative uncertainties around the definitions of employment status.

A process of monitoring income levels for both individual representatives and central funds was put in place during the Covid-19 process and this has been kept in place to allow early identification of any significant reduction in donations due to the current economic situation.

In common with many charities with a small number of employees, the loss of key office staff through illness or resignation poses a risk to the day-to-day functioning of the Charity. The trustees have in place measures to detect emerging issues in good time but accept there will still be a residual risk.

In relation to employment status, the trustees have continued to review the legislation and recent court judgements and have taken professional advice.

The trustees continue to ensure a regular focus on our reserve levels as an integral part of our budgeting process.

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Registered in England & Wales No.	1099148
Charity Registered in Scotland No.	SC038484
Company No.	04429021

Registered Office	Turner House 54 The Avenue Southampton SO17 1XQ

Key Management Personnel

Key management personnel comprise the trustees and the Country Leader.

Trustees

The trustees, who are also directors for the purposes of Company law, who served during the year and since the year end are:

M Osborn (Chair)*† (resigned 1/11/22)
S Wroe*† (Chair from 1/11/22)
L de Caestecker
H Heron†
S-M Kueh*
A Jones†
A Craig (from 20/04/2022)

*Finance committee
†Representative and pastoral committee

Country Leader	P. Boydell (from 01/09/2021)

Advisors

Bank	NatWest plc 64 High Street New Malden Surrey KT3 4HB
Solicitors	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES
Auditors	Burton Sweet Ltd The Clock Tower 5 Farleigh Court Old Weston Road Flax Bourton Bristol BS48 1UR

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of The Navigators UK Limited for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to make themselves aware of that information.

Signed on behalf of the Board of Trustees

Simon Wroe – Chair

Date 07/12/2022

Opinion

We have audited the financial statements of The Navigators UK Limited (the "Charity") for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)c of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state in them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 August 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulation 2006 (as amended).

Basis for opinion

We conducted out audit in accordance with international Standards in Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and out auditor's report thereon. Our

opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If based, on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report the fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the trustees' report (incorporating the strategic report and the directors' report) have been prepared in accordance with applicable law requirements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- sufficient accounting records have not been kept;

- the financial statements are not in agreement with the accounting records and returns;

- certain disclosures of trustees' remuneration specified by law are not made; or

- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that

includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with directors and other management, and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements of the operations of the charity, including the Companies Act 2006, taxation legislation and data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance through the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- understanding the design of the charity's remuneration policies.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the charity's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/apb/scope/private.cfm This description forms part of our auditor's report.

Joshua Kingston ACA (Senior Statutory Auditor)
For and on behalf of Burton Sweet Limited
Statutory Auditor
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 7/12/2022

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2022 (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

	Note	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	2022 Total £	2021 Total £
Income from:						
Donations and legacies	2	69,326	15,994	1,498,037	**1,583,357**	1,487,022
Charitable activities	3	85,060	47,614	-	**132,674**	43,468
Disposal of fixed asset	8	-	200	-	**200**	-
Investments		1,750	-	-	**1,750**	557
TOTAL		156,136	63,808	1,498,037	**1,717,981**	1,531,047
Expenditure on:						
Charitable activities	4					
Payments to representatives and projects		96,489	8,211	1,341,485	**1,446,185**	1,351,780
National and regional initiatives		146,928	56,016	1,136	**204,080**	132,188
Training, development and care		50,078	894	-	**50,972**	14,998
Events		60,558	-	-	**60,558**	24,464
Raising funds	4	11,497	-	-	**11,497**	1,439
TOTAL		365,550	65,121	1,342,621	**1,773,292**	1,524,869
Unrealised gains on investments	9	1,949	-	-	**1,949**	-
Net income/(expenditure)	6	(207,465)	(1,313)	155,416	**(53,362)**	6,178
Transfers between funds	12	167,093	(29,780)	(137,313)	**-**	-
Net movement in funds	12	(40,372)	(31,093)	18,103	**(53,362)**	6,178
RECONCILIATION OF FUNDS						
Total funds brought forward	12	486,290	1,512,604	155,992	**2,154,886**	2,148,708
Total funds carried forward	12	445,918	1,481,511	174,095	**2,101,524**	2,154,886

The Charity has no other recognised gains or losses other than the results for the year as set out above.
All the activities of the Charity are classed as continuing.
Prior year fund comparatives are disclosed in note 18.

The notes on pages 18 to 25 form part of these financial statements.

BALANCE SHEET AS AT 31 AUGUST 2022

	Note	2022 £	2022 £	2021 £	2021 £
TANGIBLE FIXED ASSETS	8		**1,392,927**		**1,388,414**
INVESTMENT ASSETS	9		**176,949**		**-**
CURRENT ASSETS					
Stock of literature and merchandise at cost		**7,903**		**5,670**	
Prepayments and debtors	10	**72,558**		**127,669**	
Savings accounts and Charity Deposit Fund		**320,142**		**436,054**	
Cash at bank and in hand		**146,240**		**213,763**	
		546,843		**783,156**	
CURRENT LIABILITIES					
Creditors: amounts falling due within one year	11	**(15,195)**		**(16,684)**	
		(15,195)		**(16,684)**	
NET CURRENT ASSETS			**531,648**		**766,472**
TOTAL NET ASSETS			**2,101,524**		**2,154,886**
STATEMENT OF FUNDS					
Restricted funds	13		**174,095**		**155,992**
Unrestricted funds					
General funds	13		**445,918**		**486,290**
Designated funds	13		**1,481,511**		**1,512,604**
TOTAL FUNDS	13		**2,101,524**		**2,154,886**

These financial statements have been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

Approved by the Trustees on 7th December 2022 and signed on their behalf by:

.....

S. Wroe

The notes on pages 18 to 25 form part of these financial statements.

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 Total funds	2021 Total funds
OPERATIONAL CASH FLOWS		**£**	£
Cash flows *for* operating activities			
Income from donations and legacies	20 (A1)	**1,629,598**	1,434,865
Costs of raising funds	20 (B2)	**(11,497)**	(1,439)
Net inflow for operating activities		**1,618,101**	1,433,426
Cash flows *from* operating activities			
Income from charitable activities	20 (A2)	**132,067**	41,854
Costs of charitable activities	20 (B1)	**(1,753,794)**	(1,503,581)
Net outflow from operating activities		**(1,621,727)**	(1,461,727)
Net inflow/(outflow) of operating activities		**(3,626)**	(28,185)
NON-OPERATIONAL CASH FLOWS			
Investing activities			
Interest from investments	20 (C1)	**1,744**	514
Costs of purchasing fixed assets	20 (C2)	**(6,753)**	(1,454)
Sale of fixed asset	20 (C3)	**200**	-
Purchase of investment asset	20 (C4)	**(175,000)**	-
Net inflow/(outflow) from investing activities		**(179,809)**	(940)
Net cash inflow/(outflow) for year	20	**(183,435)**	(29,125)

Charity law prohibits the use of net cash flows on any restricted fund to offset net cash outflows on any fund outside of its own purposes, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 18 to 25 form part of these financial statements.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES FOR THE YEAR ENDED 31 AUGUST 2022

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

a. Basis of accounting
The Charity is a public benefit entity. The financial statements have been prepared in accordance with the historical cost convention (except for investments which have been included at fair value) and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Practice as it The trustees consider that there are no material uncertainties related to events or conditions that cast significant doubt on the Charity's ability to continue as a going concern.

b. Fund accounting
- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity. Unrestricted designated funds are unrestricted funds set aside by the trustees for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

c. Income
All income is included in the Statement of Financial Activities when the Charity is entitled to it and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:
- Income from donations and legacies is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable, including the related tax recoverable under the Gift Aid scheme.
- Donated assets, services and facilities are included at the value to the Charity where this can be quantified. The property donated to the charity in the prior year as a legacy was recognised in the accounts at value to the Charity (based on the open market value as reported to HMRC by the probate solicitor). The value of services provided by volunteers has not been included in these financial statements.
- Income from investments is included when receivable. A portion is allocated to various restricted funds on the basis of the average balance in these funds over the financial year. The remainder is allocated to unrestricted general funds.
- Income from legacies is recognised when there is entitlement to the income (the charity has been notified of the terms of the will after the death of the benefactor), it is probable that the asset will be receivable and it is measurable.

d. Expenditure
Expenditure is recognised on an accrual basis, as a liability is incurred. Expenditure includes VAT, which cannot be recovered and is reported as part of the expenditure to which it relates.
- Expenditure related to raising funds comprises the costs associated with attracting voluntary income.
- Expenditure related to charitable activities comprises those costs incurred by the Charity in the delivery of its activities. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Central support costs are allocated to the different charitable activities on the basis of estimated time spent by the support staff. These estimates are reviewed annually.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. Governance costs are included within support costs.

e. Tangible fixed assets
Assets costing more than £1,000 are capitalised. Assets are initially recognised at cost or value to the Charity, and then held at this value less subsequent depreciation. An annual review for indicators of impairment is carried out on the property of the Charity by the Trustees. Depreciation is provided at the following annual rates in order to write off the cost of each asset over its estimated useful life (a full year's depreciation is calculated in the year of purchase and none in the year of disposal):

- Office and computer equipment - 25% p.a. straight line
- Real Property - Due to the current policy of investing significantly in the fabric of the Charity's London House the trustees believe it is appropriate not to make a depreciation charge on this property. However new solar panels have been installed which are being depreciated at 5% p.a. straight line.

f. Stock
Stocks of literature and merchandise are stated at the lower of cost and net realisable value. Provision is made for slow-moving stock when appropriate.

g. Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any discounts due.

h. Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

i. Creditors
Creditors are recognised as soon as there is a legal or constructive obligation committing the Charity to pay out resources. Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

j. Pensions
The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity and are independently administered. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

k. Leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022

2 INCOME FROM DONATIONS AND LEGACIES

	2022				2021			
	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total
	£	£	£	£	£	£	£	£
Donations	34,003	-	1,310,720	**1,344,723**	53,148	500	1,180,972	**1,234,620**
Legacies	29,003	15,994	-	**44,997**	2,750	71,936	-	**74,686**
Tax refunds	6,320	-	187,317	**193,637**	6,204	-	171,512	**177,716**
	69,326	15,994	1,498,037	**1,583,357**	62,102	72,436	1,352,484	**1,487,022**

3 INCOME FROM CHARITABLE ACTIVITIES

	2022				2021			
	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total
	£	£	£	£	£	£	£	£
Administration subscriptions	7,720	-	-	**7,720**	7,333	-	-	**7,333**
National and regional initiatives	13,410	47,614	-	**61,024**	7,926	5,666	-	**13,592**
Training, development and care	23,106	-	-	**23,106**	3,583	-	-	**3,583**
Events and trips	28,740	-	-	**28,740**	5,838	-	-	**5,838**
Rental income from NavEurope	4,498	-	-	**4,498**	4,615	-	-	**4,615**
Provision of office support to NavEurope	7,586	-	-	**7,586**	8,507	-	-	**8,507**
	85,060	47,614	-	**132,674**	37,802	5,666	-	**43,468**

4 EXPENDITURE ON CHARITABLE ACTIVITIES AND RAISING FUNDS

	2022			2021		
	Direct costs	Central support costs	Total	Direct costs	Central support costs	Total
	£	£	£	£	£	£
Charitable activities						
Payments to representatives & projects	1,372,295	73,890	**1,446,185**	1,261,454	90,326	**1,351,780**
National and regional initiatives	96,927	107,153	**204,080**	31,237	100,951	**132,188**
Training, development and care	40,108	10,864	**50,972**	6,117	8,881	**14,998**
Events and trips	33,911	26,647	**60,558**	8,271	16,193	**24,464**
Raising funds	695	10,802	**11,497**	574	865	**1,439**
	1,543,936	229,356	**1,773,292**	1,307,653	217,216	**1,524,869**

Central support costs are analysed in note 5.

Central support costs were divided on the basis of support staff time, with the split between charitable activities for each member of staff reflecting the particular activities they are involved with.
National and regional initiatives includes central support costs related to work of the European Navigator Region (£12,084).

Within payments to representatives & projects (direct costs), institutional grants of £92,854 (2021: £54,710) were paid to Navigator projects in UK, Africa and North America. The remaining payments of £1,279,441 (2021: £1,206,744) consisted of grants to individuals.

5 CENTRAL SUPPORT COSTS

	2022	2021
	£	£
Costs relating to staff	134,353	127,145
Costs relating to premises	22,443	23,449
Administration, communications and other charity running costs	63,366	58,889
Costs relating to governance	9,194	7,733
	229,356	217,216

6 NET INCOME BEFORE TRANSFERS

This is stated after charging:

	2022	2021
	£	£
Depreciation	**2,240**	15,381
Auditor's remuneration	**7,800**	6,600

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022 (continued)

7 STAFF COSTS AND NUMBERS

	2022	2021
	£	£
Salaries and wages	**114,827**	109,012
Employer's national insurance contributions	**5,679**	5,950
Pension contributions	**8,905**	8,943
	129,411	123,905

No employee received emoluments of more than £60,000 p.a.
The average number of employees was five (2021: four).
No employment benefits were paid to key management personnel (2021: none).

8 FIXED ASSETS

	Equipment	Property	**Total**
	£	£	**£**
Cost			
At 1 September 2021	11,303	1,400,000	**1,411,303**
Disposals	(8,624)	-	**(8,624)**
Additions	2,599	4,154	**6,753**
At 31 August 2022	5,278	1,404,154	**1,409,432**
Depreciation			
At 1 September 2021	8,889	14,000	**22,889**
Depreciation on disposals	(8,624)	-	**(8,624)**
Charge for the year	2,032	208	**2,240**
At 31 August 2022	2,297	14,208	**16,505**
Net book value			
At 31 August 2022	2,981	1,389,946	**1,392,927**
At 31 August 2021	2,414	1,386,000	**1,388,414**

A surplus of £200 on disposal of one item of IT equipment was generated through sale.

9 INVESTMENT ASSETS

	2022
	£
At 1 September 2021	-
Purchases	
37,626.32 CCLA Charities Ethical Investment Fund Accumulation Units	**175,000**
Unrealised Gain	
CCLA Charities Ethical Investment Fund Accumulation Units	**1,949**
At 31 August 2022	**176,949**

10 PREPAYMENTS AND DEBTORS

	2022	2021
	£	£
Debtors re income from donations and legacies	**58,068**	104,309
Debtors re income from charitable activities	**1,282**	594
Debtor re cost of charitable activities	**226**	379
Debtors re income from investments	**105**	99
Prepayments re costs of charitable activities	**12,877**	22,288
	72,558	127,669

The difference in debtors from donations and income is largely due to a legacy debtor of £68,135 in 2021.

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Deferred income re income from charitable activities	**357**	429
Creditors/accruals re cost of charitable activities:		
Tax and national insurance	**1,986**	1,643
Other creditors	**5,025**	7,688
Accruals	**7,827**	6,924
	15,195	16,684

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022 (continued)

12 MOVEMENT IN FUNDS

Prior year comparatives are disclosed in note 19.

	Note	At 1 Sept 2021 £	Income and gains £	Expenditure and losses £	Transfers between funds £	At 31 Aug 2022 £
UNRESTRICTED FUNDS						
General Funds		486,290	158,085	(365,550)	167,093	**445,918**
Libby Hinton Fund (designated)	(i)	20,170	-	(894)	-	**19,276**
Tithe Fund (designated)	(ii)	5,093	-	(8,211)	4,454	**1,336**
Fixed Assets Fund (designated)	(iii)	1,388,416	200	-	4,311	**1,392,927**
Central Services Fund (designated)	(iv)	40,820	2	-	(29,345)	**11,477**
London House Fund (designated)	(v)	58,105	63,606	(56,016)	(9,200)	**56,495**
		1,998,894	221,893	(430,671)	137,313	**1,927,429**
RESTRICTED FUNDS						
Representative Funds	(vi)	97,091	1,466,040	(1,340,244)	(114,534)	**108,353**
Admin Fund	(vii)	-	15,708		(15,708)	**-**
Scottish Admin Fund	(viii)	5,843	720	-	-	**6,563**
Robinson Africa Fund	(ix)	47,043		(1,241)	-	**45,802**
Second Half Living	(x)	3,817	-	(1,118)	-	**2,699**
Connect	(xi)	920	-	-	(920)	**-**
Student Ministries	(xii)	-	30	-	(30)	**-**
Church Ministries	(xiii)	1,136	98	(18)	(8)	**1,208**
Other restricted gifts	(xiv)	142	5,441		(5,313)	**270**
Other restricted grants	(xv)	-	10,000	-	(800)	**9,200**
		155,992	1,498,037	(1,342,621)	(137,313)	**174,095**
TOTAL FUNDS		2,154,886	1,719,930	(1,773,292)	-	**2,101,524**

(i) **Libby Hinton Fund** holds part of a legacy that has been designated by the trustees for the provision of counselling, spiritual direction and retreats.

(ii) **Tithe Fund** holds money designated by the trustees to be used as grants for projects and individuals associated with other Navigator organisations worldwide in line with the Charity's objectives.

(iii) **Fixed Assets Fund** is a fund designated by the trustees to hold the value of fixed assets.

(iv) **Central Services Fund** holds part of a legacy that has been designated by the trustees to contribute towards central support costs.

(v) **London House Fund (designated)** holds a legacy relating to the London House and rental income. The fund has been designated to allow monitoring of the costs of operating and maintaining the property**.**

(vi) **Representative Funds** represent restricted donations to The Navigators UK Limited for the support of individual self-employed Navigator representatives or their ministry funds.

(vii) **Admin Fund** is a fund to receive restricted donations for administration costs.

(viii) **Scottish Admin Fund** is a fund to receive restricted donations for administration costs associated with events and initiatives in Scotland.

(ix) **Robinson Africa Fund** is a restricted fund comprising a legacy left to The Navigators UK Limited to be used for work in Africa.

(x) **Second Half Living** is a fund to receive restricted donations for Second Half Living initiatives.

(xi) **Connect i**s a fund to receive restricted donations for the Connect graduate training programme.

(xii) **Student Ministries** is a fund to receive restricted donations for Student Ministries initiatives.

(xiii) **Church Ministries** is a fund to receive restricted donations for Church Ministries initiatives.

(xiv) **Other restricted gifts** represent small restricted donations for specific events or national initiatives.

(xv) **Other restricted grants** represents a grant received from the Ardbarron Trust towards Navigator work in Ireland that will be expended in Financial Year 2022/23

Transfers shown are net movements between funds and consist of:

- **Transfer of designated funds:** movement of funds set aside by the trustees for specific purposes from unrestricted general funds into designated funds.
- **Administration charge transfers:** a levy on donations received transferred from various restricted funds to unrestricted general funds.
- **Ministry transfers:** movement of funds from various restricted funds to unrestricted general funds to contribute towards expenditure in line with their restrictions.
- **General Fund transfers:** donations that in the past have been restricted and have been redirected by the donor to unrestricted general funds.

	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	2022 Total £
Transfer of designated funds	29,780	(29,780)	-	-
Administration charge transfers	109,644	-	(109,644)	-
Ministry transfers	22,736	-	(22,736)	-
General Fund transfers	4,933	-	(4,933)	-
	167,093	(29,780)	(137,313)	-

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022 (continued)

13 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2022 Total	2021 Total
	£	£	£	£
Tangible fixed assets	1,392,927	-	**1,392,927**	1,388,414
Investment assets	176,949	-	**176,949**	-
Net current assets	357,553	174,095	**531,648**	766,471
Total net assets at 31 August 2022	1,927,429	174,095	**2,101,524**	2,154,885

14 COMMITMENTS UNDER OPERATING LEASES

At 31 August 2022 the charitable company had future minimum lease payments under non-cancellable operating leases for each of the following periods:

	2022	2021
	£	£
Within one year	**21,712**	24,311
Within two to five years	**23,138**	4,035
	44,850	28,346

Expenditure on the Statement of Financial Activities for the year ended 31 August 2022 relating to these leases was £25,418 (2021: £25,663).

15 TRUSTEES' REMUNERATION

None of the trustees received any remuneration in the year (2021: £nil).

£209 travel expenses were reimbursed to two trustees (2021: £nil).

16 DONATIONS FROM RELATED PARTIES

Aggregate donations (including tax refunds) received from trustees, key management personnel and their close family members was £30,825 (2021: £15,237).

17 RELATED PARTY TRANSACTIONS

Related party transactions during the year relate to grants made to the self-employed representatives to further the purposes of the charity.

Helen Heron is a trustee of The Navigators UK Limited and is a close family member of Kat Shepherd, a self-employed representative of the charity. Grants made to Kat Shepherd to further the purposes of the charity were £17,088 (2021: £21,161).

At the start of the financial year Philip Boydell became Country Leader of The Navigators UK Limited, a role that is considered to be key management personnel, and is a close family member of Rosalyn Boydell. As described in the Trustees Report, the Country Leader operates as a self-employed representative of the charity and as such grants totalling £75,160 were made to Philip and Rosalyn Boydell to further the purposes of the charity.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022 (continued)

18 PRIOR YEAR FUND COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted general funds	Unrestricted designated funds	Restricted funds	2021 Total
	£	£	£	£
Income from:				
Donations and legacies	62,102	72,436	1,352,484	**1,487,022**
Charitable activities	37,802	5,666	-	**43,468**
Investments	518	-	39	**557**
TOTAL	100,422	78,102	1,352,523	**1,531,047**
Expenditure on:				
Charitable activities				
Payments to representatives and projects	101,257	16,400	1,234,123	**1,351,780**
National and regional initiatives	106,767	24,129	1,292	**132,188**
Training, development and care	13,706	1,292	-	**14,998**
Events	24,464	-	-	**24,464**
Raising funds	1,439	-	-	**1,439**
TOTAL	247,633	41,821	1,235,415	**1,524,869**
Net income/(expenditure)	(147,211)	36,281	117,108	**6,178**
Transfers between funds	143,989	(21,276)	(122,713)	**-**
Net movement in funds	(3,222)	15,005	(5,605)	**6,178**
RECONCILIATION OF FUNDS				
Total funds brought forward	489,512	1,497,599	161,597	**2,148,708**
Total funds carried forward	486,290	1,512,604	155,992	**2,154,886**

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022 (continued)

19 PRIOR YEAR COMPARATIVES FOR THE MOVEMENT IN FUNDS

	Note	At 1 Sept 2020 £	Income and gains £	Expenditure and losses £	Transfers between funds £	At 31 Aug 2021 £
UNRESTRICTED FUNDS						
General Funds		489,512	100,422	(247,633)	143,989	**486,290**
Libby Hinton Fund (designated)	(i)	20,962	500	(1,292)	-	**20,170**
Tithe Fund (designated)	(ii)	13,294	-	(16,400)	8,199	**5,093**
Fixed Assets Fund (designated)	(iii)	1,402,343	-	(14,000)	73	**1,388,416**
Central Services Fund (designated)	(iv)	61,000	3,800	-	(23,980)	**40,820**
London House Fund (designated)	(v)	-	73,802	(10,129)	(5,568)	**58,105**
		1,987,111	178,524	(289,454)	122,713	**1,998,894**
RESTRICTED FUNDS						
Representative Funds	(vi)	88,133	1,333,236	(1,219,123)	(105,155)	**97,091**
Admin Fund	(vii)	-	13,024	-	(13,024)	**-**
Scottish Admin Fund	(viii)	5,123	720	-	-	**5,843**
Robinson Africa Fund	(ix)	62,004	39	(15,000)	-	**47,043**
Second Half Living	(x)	3,811	100	(86)	(8)	**3,817**
Connect	(xi)	460	1,000	-	(540)	**920**
Student Ministries	(xii)	1,206	-	(1,206)	-	**-**
Church Ministries	(xiii)	860	300	-	(24)	**1,136**
Other restricted gifts	(xiv)	-	4,104	-	(3,962)	**142**
		161,597	1,352,523	(1,235,415)	(122,713)	**155,992**
TOTAL FUNDS		2,148,708	1,531,047	(1,524,869)	-	**2,154,886**

(i) Libby Hinton Fund holds part of a legacy that has been designated by the trustees for the provision of counselling, spiritual direction and retreats.
(ii) Tithe Fund holds money designated by the trustees to be used as grants for projects and individuals associated with other Navigator organisations worldwide in line with the Charity's objectives.
(iii) Fixed Assets Fund is a fund designated by the trustees to hold the value of fixed assets and the value of a property legacy awaiting transfer of the title to the Charity.
(iv) Central Services Fund holds part of a legacy that has been designated by the trustees to contribute towards central support costs.
(v) London House Fund (designated) holds a legacy relating to the London House and rental income. The fund has been designated to allow monitoring of the costs of operating and maintaining the property.
(vi) Representative Funds represent restricted donations to The Navigators UK Limited for the support of individual self-employed Navigator representatives or their ministry funds.
(vii) Admin Fund is a fund to receive restricted donations for administration costs.
(viii) Scottish Admin Fund is a fund to receive restricted donations for administration costs associated with events and initiatives in Scotland.
(ix) Robinson Africa Fund is a restricted fund comprising a legacy left to The Navigators UK Limited to be used for work in Africa.
(x) Second Half Living is a fund to receive restricted donations for Second Half Living initiatives.
(xi) Connect is a fund to receive restricted donations for the Connect graduate training programme.
(xii) Student Ministries is a fund to receive restricted donations for Student Ministries initiatives.
(xiii) Church Ministries is a fund to receive restricted donations for Church Ministries initiatives.
(xiv) Other restricted gifts represent small restricted donations for specific events or national initiatives.

Transfers shown are net movements between funds and consist of:

Transfer of designated funds: movement of funds set aside by the trustees for specific purposes from unrestrictedfunds into designated funds.
Administration charge transfers: a levy on donations received transferred from various restricted funds to unrestricted general funds.
Ministry transfers: movement of funds from restricted funds to unrestricted funds to contribute towards expenditure in line with their restrictions.
General Fund transfers: donations that in the past have been restricted and have been redirected by the donor to unrestricted general funds.

	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	2021 Total £
Transfer of designated funds	21,276	(21,276)	-	-
Administration charge transfers	98,118	-	(98,118)	-
Ministry transfers	17,694	-	(17,694)	-
General Fund transfers	6,901	-	(6,901)	-
	143,989	(21,276)	(122,713)	-

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022 (continued)

20 RECONCILIATION OF THE STATEMENT OF FINANCIAL ACTIVITIES

		2022					2021
		Statement of Financial Activities	Debtors & Prepayments	Creditors & Accruals	Stock levels	Cash flow	Cash flow
		£	£	£	£	£	£
A1	**Income from donations and legacies**	1,583,357					
	(Increase)/decrease in debtors		46,241			**1,629,598**	1,434,865
A2	**Income from charitable activities**	132,674					
	(Increase)/decrease in debtors		(535)				
	Increase/(decrease) in deferred income			(72)		**132,067**	41,854
B1	**Costs of charitable activities**	(1,761,795)					
	Depreciation charged	2,240					
	(Increase)/decrease in prepayments		9,411				
	Increase/(decrease) in creditors and accruals			(1,417)			
	(Increase)/decrease in stocks				(2,233)	**(1,753,794)**	(1,503,465)
B2	**Costs of raising funds**	(11,497)				**(11,497)**	(1,439)
C1	**Interest from investments**	1,750					
	(Increase)/decrease in debtors		(6)			**1,744**	514
C2	**Costs of purchasing fixed assets**	(6,753)				**(6,753)**	(1,454)
C3	**Surplus from disposal of fixed asset**	200				**200**	-
C4	**Purchase of investment asset**	(175,000)				**(175,000)**	-
	Balance sheet movements		**55,111**	**(1,489)**	**(2,233)**	**(183,435)**	(29,125)

21 ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS

	2022	2021	Change
	£	£	£
Savings account and CCLA	320,142	436,054	**(115,912)**
Cash at bank and in hand	146,240	213,763	(67,523)
	466,382	649,817	**(183,435)**

	2021	2020	Change
	£	£	£
Savings account	436,054	350,867	**85,187**
Cash at bank and in hand	213,763	328,075	(114,312)
	649,817	678,942	**(29,125)**

THE NAVIGATORS UK LIMITED

England & Wales - Charity number 1099148

Accounts

THE NAVIGATORS UK LIMITED

A Company Limited by Guarantee

Company no. 04429021

Charity Registered in England & Wales no. 1099148
Charity Registered in Scotland no. SC038484

ANNUAL REPORT AND ACCOUNTS

31 August 2021

THE NAVIGATORS UK LIMITED

ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2021

CONTENTS

	Page
Report of the Trustees	
Chair's Report, Objectives and Activities	**1**
Achievements and Performance	**2**
Financial Review	**5**
Plans for Future Periods	**7**
Structure, Governance and Management	**7**
Reference and Administrative Information	**9**
Statement of Trustees' Responsibilities	**10**
Independent Auditor's Report to the Trustees	**11**
Statement of Financial Activities	**15**
Balance Sheet	**16**
Statement of Cash Flows	**17**
Accounting Policies	**18**
Notes to the Accounts	**19-25**

Report of the trustees for the year ended 31 August 2021

The trustees present their annual report and audited financial statements of The Navigators UK Limited ('the Charity' or 'Navigators UK') for the year ended 31 August 2021. The trustees have adopted the provisions of the Statement of Recommended Practice applicable to charities, preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS102).

Chair's Report

Navigators UK is financially stable and has diversified support. We have not been significantly impacted financially by COVID-19 but it has hindered our student and church ministries. Other ministries have progressed positively during the pandemic and we have also published a number of useful resources.

Historically we have had significant unrestricted reserves and therefore have spent seven years trying to set deficit budgets in our general fund. This was in order to invest in growing the ministry and meeting key needs. However COVID-19 prevented physical meetings and the full budget was not spent.

In 2020/21 we continued to receive significant gifts that have taken us back over our target maximum reserves. Therefore we will again be setting a deficit budget for 2021/22 to invest heavily in our ministry.

We have not seen any significant reduction in financial support to our representatives but we are monitoring the situation closely. We will use reserves to make very short-term discretionary grants to support any representative who gets into severe financial difficulty whilst they fundraise or find alternative ministries.

We have received a legacy of a house from someone who had a long-term involvement with the Navigators. This is a significant asset and a great centre for ministry in London. We are fully committed to maintaining the house in its disciple making ministry out of respect and gratitude to the donor. We are also expecting a significant cash legacy with the house. This will be placed in a designated fund to support a programme of planned maintenance on the house. The house will also generate, in the medium term, a net cash surplus from rent minus expenses.

Three new representatives and four new associates joined over the course of the year. A number of people retired and we will miss their great contribution but wish them great blessing – well done good & faithful servants!

OBJECTIVES AND ACTIVITIES

The main objective of the Charity is the advancement of the Christian religion in the UK and overseas through evangelism, teaching, mentoring, training and the production and distribution of materials. We are committed to helping people come to know Christ, to live as Christ's disciples in society and to be equipped to help others to do the same. This is expressed in our calling**: 'To advance the gospel of Jesus and his kingdom into the nations through spiritual generations of labourers living and discipling among the lost'.**

Our core values and vision have been identified and these provide the foundation for our strategy for ministry. Throughout our ministry we will continue our focus on

- knowing, loving and becoming like Christ
- the truth and sufficiency of the scriptures
- the transforming power of the gospel
- the leading and empowering of the Holy Spirit
- expectant faith and persevering prayer

Public Benefit

The trustees have had due regard to the Charity Commission's guidance on public benefit.

Fundraising Activity

The Charity's fundraising approach is based on building personal relationships with donors and potential donors, inspiring those who share our goals to want to partner in our work both financially and through prayer. Self-employed Navigator representatives are responsible for raising their own financial support; the Charity can provide them with information packs and fundraising materials to help them in this.

Fundraising to support central Charity costs is normally overseen by the National Fundraising Team, which comprises two trustees and members of the National Leadership Team. The Charity does not use commercial fundraisers. There has been minimal new central fundraising activity due to our strong financial situation.

Supporters are thanked appropriately and their data is kept secure. We do not sell or share supporter data for marketing purposes. We have not received any complaints about our fundraising activity.

Key Strategies

The key strategies employed to achieve our main objectives for the public benefit are:

- To see people constantly growing in their practical knowledge of Jesus founded on what the Bible teaches so that their lives are being changed to reflect Jesus' love for others.
- To see this personal transformation having an impact on those around them so others are drawn into this same way of living out that love for others as a consequence of their own personal encounters with God.
- To enable those who join this ministry to be trained both in a greater depth of understanding and in ways of sharing their lives with others so they in turn would have a similar impact.
- Helping people of all ages withstand the turmoil of 21st Century life by developing greater emotional and spiritual resilience.

Activities

The Charity's principal activities to achieve our charitable objectives for the public benefit are:

- The support of self-employed Navigator representatives who are funded by donations made for their ministries. Within the UK these representatives are currently helping people to live out and pass on the Christian faith in a variety of contexts and situations, including university students, those in their early working life who have graduated from our student ministries, those beyond 50 years of age, those of different cultures living in the UK, and church small groups and leaders. Some of our representatives do similar work in other countries, mostly in Europe but also in Africa, the USA and Asia.
- National and regional initiatives that build on the work of individual representatives and self-funding associates, including the development of new discipleship resources for use both within the Navigator movement and by individuals and churches, and the provision of short-term mission trips abroad.
- Initiatives for the training, development and care of Navigator representatives and associates, including a graduate programme called Connect, and a NavEquip course for those wishing to develop a longer term association with the Navigators UK.
- Events to connect and envision friends and supporters, and conferences for students and recent graduates.

ACHIEVEMENTS AND PERFORMANCE

In April 2021 a new Country Leader was appointed through a process of nomination, and then the holding of an online selection conference with representatives and the board of the UK Navigators. There has been successful transition to the new Country leader.

Support and Development of Navigator Representatives and Associates

- The two region organisational approach has developed well over this year. The Scotland and Ireland Region is developing many new initiatives including developing some work in the Republic of Ireland in the next few years. The situation in the England and Wales Region is developing with a new England and Wales team appointed in Sept 2021 to develop the work and bring a sense of shared calling and mission to the work.

- A Missions Team provided care and oversight for those ministering overseas. They also oversee our international summer missions. This year a couple from Latvia have returned to the UK for a time of sabbatical and re-assignment, and another representative from overseas is currently taking a sabbatical. Two other couples are in early stages of exploring moving overseas with the Navigators.
- A National UK Student Network Leader offered training for students, representatives and associates involved in the student ministries. A team around this leader has been established to develop the work in England and Wales and Scotland and Ireland regions - including a new student Network lead in England and Wales.
- New representatives are offered financial support through a 'matched funding' scheme in their first two years, in which gifts from new donors are matched from central funds up to a limit of 25% of their budget in the first year and 12.5% in the second. This aims to provide support with their initial fundraising.
- The NavEquip course which is designed to equip people to live out their faith through all arenas of life has gone through its first pilot year with 12 participants and now over 20 people are involved in the second pilot year. The aim is a course that is accessible to people in full time work as well as those currently serving as representatives.
- Seven new graduates participated in on our one-year Connect programme and three underwent a second year of training and development as part of NavEquip 1 training.
- Our central support team continued to provide excellent standards of administration and financial control as well as improvements to our website and an increased emphasis on resource development and communications. We have appointed a new finance manager and he has proved a hugely successful addition to the team for the charity.
- Our annual weekend conference for all representatives and associates was held in May 2021. Due to COVID-19 it was held online but was a very inspiring time for all involved.

Ministry Size

At 31 August 2021 there were 45 associates and 75 representatives associated with Navigators UK, including three new representatives and four new associates who joined us over the course of the year. Of these, around 40 ministered to university students in eleven UK cities, with a particular ministry to international students in some of these.

Student Ministry

Approximately 400 students have been ministered to across a number of different cities. The aim in what we do is depth of investment in individuals in order to establish foundations in their lives that will not only stand the turmoil of the 21st century, but would put these students in a good place to support and help others in the same way. Our vision is to invest in the few for the sake of the many. We believe depth is the key to long term impact in life.

In the light of the COVID-19 restrictions, there has been a shift to connecting online and throughout this whole year ministry has continued to be affected by the pandemic. The adaptability and creativity of the ministries in the light of restrictions has been admirable. Like the previous year – COVID-19 has had a real impact on the mental health of many of the students and the ministries have sought to support students appropriately in these circumstances.

Crossing Cultures UK

The ministry of Crossing Cultures UK seeks to help people who live in the UK but who do not consider themselves part of the host culture. Those involved engaging in dialogue for mutual understanding on issues of faith and life in the UK. This portion of the ministry has utilised online platforms over this past year to provide training in crossing cultures to a wider UK and European audience.

Second Half Living Ministry

Second Half Living, an initiative aimed at helping Christians aged 50+ to continue to use their gifts in the service of their communities, provided a programme of small-group activities and workshops. COVID-19

curtailed the possibility of doing face-to-face gatherings and they piloted some groups online. Study booklets are nearing their final drafts and the team are exploring training a cohort of leaders around the UK.

20s and 30s (Life long labouring)

The 20s 30s ministry seeks to help people transitioning from education into the working world. Whereas the student ministries help people to engage with how the world works and their part in it, this ministry is more practical as the issues of life hit home and questions are raised about how faith relates to such circumstances. Over this year a learning community gathered to share vision and creative ideas about how to develop people in this age bracket most effectively and a number of groups have been pioneered across the UK as a result. A new initiative has been developed in Scotland and Ireland where they have developed NavNetwork –training that has reached over 300 people in its first year in online events and is developing into regional hubs of people focused on how to build deep foundations of faith in Christians and communicate the relevance of the Christian faith into our culture in a way that makes sense.

Church-Based Ministry

This ministry has seen a transition of leadership to a new 'interim' leader over the past year. COVID-19 has affected some of the ongoing work with church leaders that was happening across the UK – with most churches just coping with the reality of life during a pandemic. A clear focus for this group has emerged of investing in those who are seeking to serve within their local churches. We continue to have strategic partnerships with local churches across the UK including in student ministry, training (Southampton) and numerous other places where representatives and associates of the Navigators make significant contributions in areas of leadership, preaching, training and small groups.

Overseas Mission

During 2020/21, eight representatives regularly supported and coached nationals in various countries; COVID-19 brought an end to regular travel overseas so these representatives continue with their contacts through online methods. Over this period seven individuals served overseas and a number of others explored moving there in the next few years.

Due to COVID-19 all of our short-term summer mission trips were again cancelled. This was a great loss.

Special Events

A five-day summer school residential in Scotland was again cancelled because of COVID-19 and this was replaced by an online event which was attended by 80 people from across Scotland. In the second part of the year in person residential events took place for women in ministry in Scotland, the wider Scottish team and student workers from across the country.

Publications

The production and distribution of resources to support discipleship and the understanding of the Christian faith has always been a significant aspect of our work. The majority of publications we distribute are short books written by our representatives and editorial team. Over the year one new book was published and two further books were written and published in September of 2021. Despite the pandemic impacting our ability to sell books face to face, online sales saw books sales of 794 written by UK Navigators, 105 books from other writers and 1,078 leaflets.

FINANCIAL REVIEW

The balance sheet shows total net assets of £2,154,886, an increase of £6,178 during 2020/21. There are no funds in deficit in the accounts.

This year saw the completion of the transfer of the London House, left to the Navigators in a legacy to allow the continuation of the ministry to young professionals based there. The house is therefore now accounted for as a tangible fixed asset as opposed to a debtor on the 2019/20 accounts. We have also been notified of a cash legacy from the same donor and the trustees have set up a designated fund to receive this money and rental income from the house with a view to ensuring that an ongoing process of repair and maintenance can be undertaken without drawing on the charity's current unrestricted funds and any operational surplus reviewed and applied for the wider work of the charity.

Income

Voluntary donations excluding gifts in kind were £1,309,306 (2020: £1,415,586), this figure includes legacies of £74,686 (2020: £122,000). Gift aid received was £177,716 (2020: £177,872). This represents a fall of 4.5% in voluntary income excluding legacies.

Most of our voluntary income is restricted by the donors to support the ministries of particular Navigator representatives or projects. An 8% administration charge was levied on restricted gifts to help fund the national office.

Despite the COVID-19 pandemic the overall picture is one of stability and the trustees are very grateful for the faithful generosity of our supporters. They are continuing to actively monitor the monthly income for the support of individual Navigator representatives and for our general funds. If there are indications that particular Navigator representatives are suffering hardship as a result of a fall in income, the Charity may make short-term discretionary grants to these representatives from the reserves. To date these measures have not been necessary.

Expenditure

The bulk of our expenditure continues to be payments made to support the ministries of self-employed Navigator representatives working in the UK and abroad.

Unrestricted funds (including the 8% administration charge) were used to fund ministries and projects and to cover the central support costs of the national office and governance. These central support costs were £217,216, an increase of £27,299 (14.4%) compared with last year. This increase was largely due to increased expenditure on IT to support remote working and a temporary increase in staff costs as staff members overlapped during the handover of a post. A deficit of £23,980 in central services expenditure over income was funded from the Central Services designated fund established last year as a result of a legacy.

Investment Policy

Investments are maintained in a low-risk liquid position with competitive interest. Funds are currently held partially in an instant-access charity savings accounts with varying notice periods up to 90 days, with the rest of the funds being held in a deposit account with our bank. The amount invested, the spread over institutions and the interest rates earned are regularly reviewed by the Finance Committee of the Board.

Reserves Policy

Unrestricted funds are held in general funds to meet the costs of future ministries and projects and to underwrite current activities. Monitoring of reserve levels, resultant budget setting and review of actual financial performance are reviewed by both the Finance Committee and the Board.

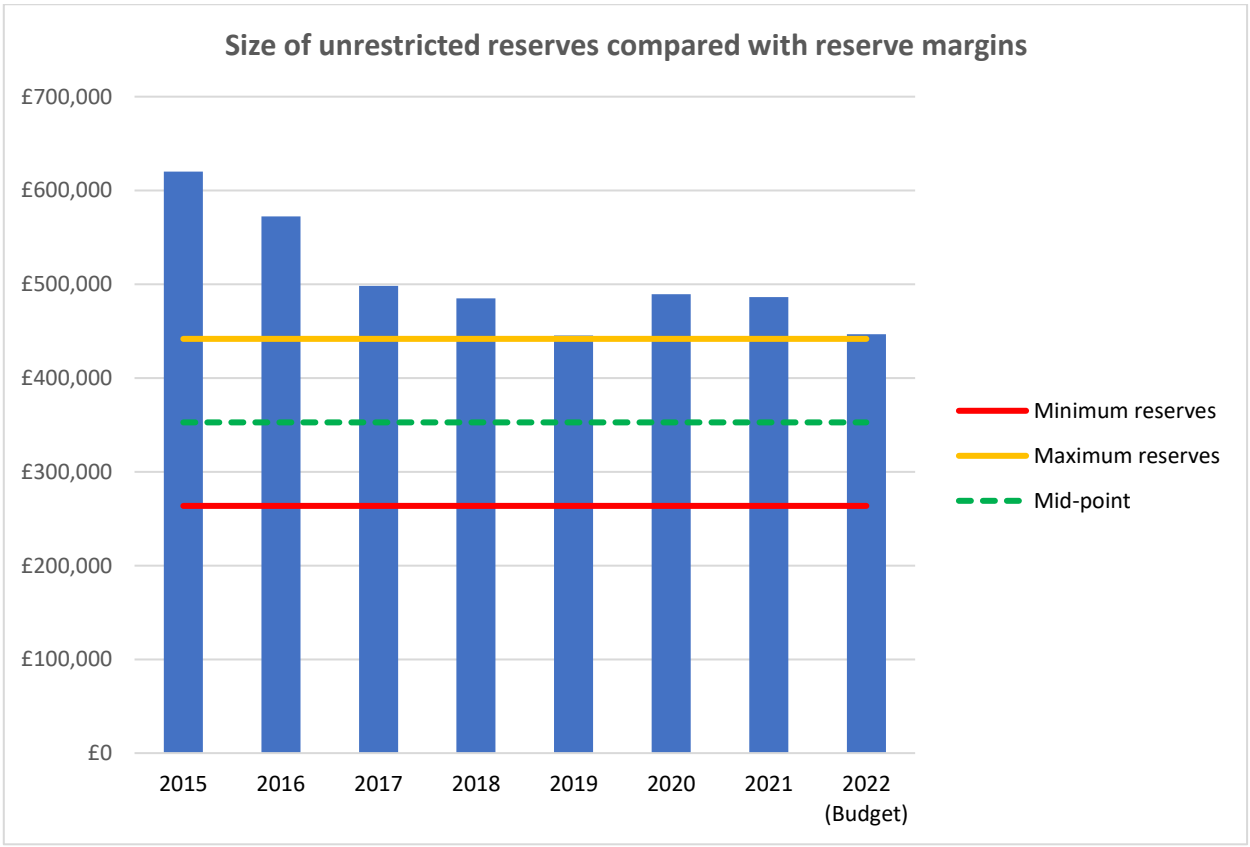
Key elements of our reserve policy:

- Unrestricted free reserves (defined as unrestricted funds excluding designated funds) are held to protect against a sudden and catastrophic fall in donations and/or related tax relief. This is in order to protect the work of our representatives and enable the Charity to continue operating in the short term whilst evaluating and exercising options for survival or cessation and is consistent with good practice.

- Both minimum and maximum reserve levels are calculated to be used when monitoring performance and setting future budgets. These calculations use varying percentages of next year's budgeted costs for a minimum and maximum time period plus provision for an emergency fund, as set out below.
- Target unrestricted free reserve levels are calculated on the basis of
  - 100% of administration staff costs for 9-12 months
  - 100% of communications and resources staff costs for 4-8 months
  - 90% of non-staff based central administrative costs for 9-12 months
  - 75% of central ministry costs for 6-9 months
  - 30% of average Navigators UK representative support for 3-6 months
  - Emergency support of staff/representatives in exceptional circumstances (minimum £25,000 and maximum £50,000)
- We seek to stay broadly around the midpoint level of this unrestricted free reserve range and to never drop below the minimum.

Our current reserve position and projections:

- Calculated target reserves under this policy based on 2021/22 budgeted costs result in a maximum unrestricted reserve level of £441,732 and a minimum unrestricted reserve level of £263,616 (giving a midpoint target of £352,674).
- The impact of the COVID-19 pandemic led to an underspend against this year's general fund budget and therefore the unrestricted free reserves remain above the maximum level at £486,290 as of 31 August 2021 (2020: £489,512). The trustees consider that the Charity should therefore reduce the reserves and accordingly have set a deficit budget of approximately £69,500 for 2021/22.



Going Concern

In the light of the continuing generous support of our donors and the charity's strong balance sheet and reserves, the trustees are confident it is appropriate to prepare the annual accounts on a going concern basis.

PLANS FOR FUTURE PERIODS

The student ministries are moving back into face-to-face ministry. How students re-engage post-covid is a question moving forward but the representatives and associates are seeking creative ways to work with people.

The ministry to those working in local church contexts is continuing to work with local church leaders but is also seeking to focus on connecting with people who are already doing this kind of ministry within local churches.

The work of the Navigators is continuing to develop in Europe. There is a new European team with representatives from the UK as part of it. The Navigators UK provides resources and support to this wider work of the Navigators.

A new National Student Conference was planned for September 2021 and delayed until Feb 2022 due to continued Covid-19 restrictions. We are planning this conference for Feb 2022 but we await to see how Covid will continue to affect large conference planning this year.

A new UK Navigators Entrepreneurs community has been pioneered – investing in the spiritual development of Christian business owners. A new conference for 30 people is planned for January 2022.

The Scotland and Ireland Navigators continue to explore developing some work in the Republic of Ireland with a leader of that potential work arriving in January 2022.

Second Half Living, the Navigator ministry to people aged 50+, is completing its resources and materials this year and will be piloting new groups and leaders training.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Navigators UK is a company limited by guarantee with charitable status. In the event of the company being wound up, the members are liable to contribute such an amount as may be required (not exceeding £10) in respect of the guarantee. The Charity was registered in Scotland in July 2007.

Appointment of Trustees

Trustees are appointed by the Board after prayerful consideration of candidates, the needs of the Charity and the potential contribution of new trustees. When new trustees are being sought, Board members, representatives and associates are invited to suggest individuals and the Board decides who to approach and invite to consider becoming a trustee. In order to familiarise themselves with the ethos, aims and activities of the Charity, potential trustees are invited to attend a Board meeting as observers before being invited to join the Board. If the individual is willing to be a trustee they are elected by the Board and formally invited to join. New trustees are encouraged to attend training seminars and all trustees are invited to attend the annual national conference.

Organisation

Responsibility for the governance of the Charity lies with the Board of Trustees, which meets at least three times a year. The Board has established a Finance Committee, which met three times last year and currently comprises three trustees (although for most of the year this was two) and the Country Leader, with responsibility for budget setting, monitoring of income and expenditure and the overview of the year-end accounts and audit. The Board has also established a Representative and Pastoral Committee, which met three times this year and currently comprises three trustees and Susan Watson (a representative and member of the NLT); this committee deals with pastoral matters relating to representatives and associates in order to better aid the fulfilment of trustee responsibility in these important areas.

During the year two trustees resigned, having reached the end of their terms of office. Kevin Glazebrook had served two 9 year terms and has done great service to the Navigators as a trustee and as a rep before then.

We will miss his solid contribution. We will also miss the very practical, skilled and challenging contribution of Dawn Brathwaite as she enters retirement. One new trustee, Alistair Jones, was appointed.

The Board see it as part of their responsibility to be in direct contact with the representatives and associates around the UK in order to be aware of the developments in the ministry and the needs and opportunities that arise. To that end, the location of Board meetings had been rotated to visit different towns and cities through the year, with time set aside to meet representatives and associates in the various locations. Covid-19 has brought a temporary halt to this rotation. Trustees are encouraged to attend local Navigator events and meetings to have contact with representatives, associates and supporters when this is possible.
Operational responsibility for the ministry of the Charity is entrusted to the Country Leader, supported by a National Leadership Team. The NLT is supplemented by two regional leadership teams, one covering Scotland and Ireland, the other England and Wales. The Country Leader and all the other Navigator representatives are self-employed and work in association with the Charity to provide ministry services to enable the Charity to fulfil its objectives and related activities. Such services are set out in formal ministry agreements, which are regularly reviewed. The Charity employs an Office Manager and Finance Manager to provide central administration and financial control, and two other staff who have responsibility for managing and delivering the Charity's communications to representatives, associates, supporters, trustees and the wider community and the production of resources.

A National Fundraising Team comprising two trustees and members of the National Leadership Team was established in 2015/16 with the objective of managing central fundraising initiatives to support specific ministries. The team is not currently functioning because of our strong financial position and the effects of Covid-19.

The trustees are thankful for the faithful and committed leadership of Navigators UK provided by the Country Leader Derek Leaf and his wife Eva over the last seven years and are looking forward to working closely with Phil Boydell, the incoming country leader.

Navigators UK belongs to the European Navigator region (NavEurope) and is part of the worldwide Navigator movement, which has its international office in Colorado Springs, USA. The European Director, Bill Sparks, has established his office in our building in Southampton and we provide him with administrative support as well as office space. NavEurope is charged for these facilities and support. The aims and objectives of NavEurope are very similar to those of Navigators UK but they work in a wider European context.

Related Parties

None of the trustees receive remuneration or other benefit from their work with the Charity. The opportunity to declare any potential conflicts of interest is presented at the commencement of each Board meeting.

Risk Management

The trustees continue to identify the major risks to which the organisation is exposed and ensure that risk is managed to a satisfactory level. Risks are identified and reviewed during the regular programme of Board and Board Committee meetings, where existing and new ministry activities, financial developments and regulatory changes are considered in the context of the risk they bring to the organisation. Once identified, risks are formally documented within a Risk Register and, where appropriate, controls are implemented so as to seek to reduce the residual risk to an acceptable level commensurate with the Charity's resources.

The principal risks identified are the loss of access to the physical office site or to key data, the impact of Covid-19 on relational ministry and current legislative uncertainties around the definitions of employment status.

In common with many charities with a small number of employees, the loss of key office staff through illness or resignation poses a risk to the day-to-day functioning of the Charity. The trustees have in place measures to detect emerging issues in good time but accept there will still be a residual risk.

In relation to employment status, the trustees have continued to review the legislation and recent court judgements and have taken professional advice.

The trustees continue to ensure a regular focus on our reserve levels as an integral part of our budgeting process.

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Registered in England & Wales No.	1099148
Charity Registered in Scotland No.	SC038484
Company No.	04429021
Registered Office	Turner House 54 The Avenue Southampton SO17 1XQ

Key Management Personnel

Key management personnel comprise the trustees and the Country Leader.

Trustees

The trustees, who are also directors for the purposes of Company law, who served during the year and since the year end are:

M Osborn (Chair)*†
D Brathwaite† (to 7/04/2021)
K Glazebrook† (to 7/04/2021)
S Wroe*†
L de Caestecker
H Heron†
S-M Kueh*
A Jones† (from 18/11/2020)

*Finance committee
†Representative and pastoral committee

Country Leader	D Leaf (to 31/08/2021) P. Boydell (from 01/09/2021)

Advisors

Bank	NatWest plc 64 High Street New Malden Surrey KT3 4HB
Solicitors	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES
Auditors	Burton Sweet Ltd The Clock Tower 5 Farleigh Court Old Weston Road Flax Bourton Bristol BS48 1UR

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of The Navigators UK Limited for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to make themselves aware of that information.

Signed on behalf of the Board of Trustees

Martin Osborn – Chair

Date 24/11/2021

Independent auditor's report to the members of The Navigators UK Limited

Opinion

We have audited the financial statements of The Navigators UK Limited (the "Charity") for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)c of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state in them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 August 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulation 2006 (as amended).

Basis for opinion

We conducted out audit in accordance with international Standards in Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and out auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If based, on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report the fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the trustees' report (incorporating the strategic report and the directors' report) have been prepared in accordance with applicable law requirements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- sufficient accounting records have not been kept;

- the financial statements are not in agreement with the accounting records and returns;

- certain disclosures of trustees' remuneration specified by law are not made; or

- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with directors and other management, and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements of the operations of the company, including the Companies Act 2006, taxation legislation and data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance through the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- understanding the design of the charity's remuneration policies.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/apb/scope/private.cfm This description forms part of our auditor's report.

Joshua Kingston ACA (Senior Statutory Auditor)
For and on behalf of Burton Sweet Limited
Statutory Auditor
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: 24/11/2021

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2021 (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

	Note	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	2021 Total £	2020 Total £
Income from:						
Donations and legacies	1	62,102	72,436	1,352,484	**1,487,022**	2,993,458
Charitable activities	2	37,802	5,666	-	**43,468**	53,284
Investments		518	-	39	**557**	2,293
TOTAL		100,422	78,102	1,352,523	**1,531,047**	3,049,035
Expenditure on:						
Charitable activities	3					
Payments to representatives and projects		101,257	16,400	1,234,123	**1,351,780**	1,382,395
National and regional initiatives		106,767	24,129	1,292	**132,188**	89,408
Training, development and care		13,706	1,292		**14,998**	23,298
Events		24,464	-	-	**24,464**	37,188
Raising funds		1,439	-	-	**1,439**	1,428
TOTAL		247,633	41,821	1,235,415	**1,524,869**	1,533,717
Net income/(expenditure)	5	(147,211)	36,281	117,108	**6,178**	1,515,318
Transfers between funds	10	143,989	(21,276)	(122,713)	**-**	-
Net movement in funds	10	(3,222)	15,005	(5,605)	**6,178**	1,515,318
RECONCILIATION OF FUNDS						
Total funds brought forward		489,512	1,497,599	161,597	**2,148,708**	633,390
Total funds carried forward	10	486,290	1,512,604	155,992	**2,154,886**	2,148,708

The Charity has no other recognised gains or losses other than the results for the year as set out above.
All the activities of the Charity are classed as continuing.
Prior year fund comparatives are disclosed in note 16.

The notes on pages 18 to 25 form part of these financial statements.

BALANCE SHEET AS AT 31 AUGUST 2021

	Note	2021 £	2021 £	2020 £	2020 £
TANGIBLE FIXED ASSETS	7		**1,388,414**		**2,343**
CURRENT ASSETS					
Stock of literature and merchandise at cost		**5,670**		**5,786**	
Prepayments and debtors	8	**127,669**		**1,472,491**	
Savings accounts		**436,054**		**350,867**	
Cash at bank and in hand		**213,763**		**328,075**	
		783,156		**2,157,219**	
CURRENT LIABILITIES					
Creditors: amounts falling due within one year	9	**(16,684)**		**10,854**	
		(16,684)		**10,854**	
NET CURRENT ASSETS			**766,472**		**2,146,365**
TOTAL NET ASSETS			**2,154,886**		**2,148,708**
STATEMENT OF FUNDS	10				
Restricted funds			**155,992**		**161,597**
Unrestricted funds					
General funds			**486,290**		**489,512**
Designated funds			**1,512,604**		**1,497,599**
TOTAL FUNDS			**2,154,886**		**2,148,708**

These financial statements have been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

Approved by the Trustees on 24th November 2021 and signed on their behalf by: Martin Osborn
Chair

The notes on pages 18 to 25 form part of these financial statements.

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2021

	Note	**2021 Total funds**	2020 Total funds
OPERATIONAL CASH FLOWS		**£**	£
Cash flows *for* operating activities			
Income from donations and legacies	18 (A1)	**1,434,865**	1,575,389
Costs of raising funds	18 (B2)	**(1,439)**	(1,428)
Net inflow for operating activities		**1,433,426**	1,573,961
Cash flows *from* operating activities			
Income from charitable activities	18 (A2)	**41,854**	49,520
Costs of charitable activities	18 (B1)	**(1,503,465)**	(1,537,663)
Net outflow from operating activities		**(1,461,611)**	(1,488,143)
Net inflow/(outflow) of operating activities		**(28,185)**	85,818
NON-OPERATIONAL CASH FLOWS			
Investing activities			
Interest from investments	18 (C1)	**514**	2,518
Costs of purchasing fixed assets	18 (C2)	**(1,454)**	(1,225)
Net inflow from investing activities		**(940)**	1,293
Net cash inflow/(outflow) for year	19	**(29,125)**	87,111

Charity law prohibits the use of net cash flows on any restricted fund to offset net cash outflows on any fund outside of its own purposes, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 18 to 25 form part of these financial statements.

ACCOUNTING POLICIES FOR THE YEAR ENDED 31 AUGUST 2021

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

a. Basis of accounting
The Charity is a public benefit entity. The financial statements have been prepared under the historical cost convention and in accordance with the Companies Act 2006, Financial Reporting Standard FRS102 and the Charities Statement of Recommended Practice FRS102 based thereon.

The trustees consider that there are no material uncertainties related to events or conditions that cast significant doubt on the Charity's ability to continue as a going concern. The trustees have considered going concern in the context of the Covid-19 pandemic and its effects on the Charity and the economy.

b. Fund accounting
- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity. Unrestricted designated funds are unrestricted funds set aside by the trustees for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

c. Income
All income is included in the Statement of Financial Activities when the Charity is entitled to it and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:
- Income from donations and legacies is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable, including the related tax recoverable under the Gift Aid scheme.
- Donated assets, services and facilities are included at the value to the Charity where this can be quantified. The property donated to the charity in the prior year as a legacy was recognised in the accounts at value to the Charity (based on the open market value as reported to HMRC by the probate solicitor). The value of services provided by volunteers has not been included in these financial statements.
- Income from investments is included when receivable. A portion is allocated to various restricted funds on the basis of the average balance in these funds over the financial year. The remainder is allocated to unrestricted general funds.
- Income from legacies is recognised when there is entitlement to the income (the charity has been notified of the terms of the will after the death of the benefactor), it is probable that the asset will be receivable and it is measurable.

d. Expenditure
Expenditure is recognised on an accrual basis, as a liability is incurred. Expenditure includes VAT, which cannot be recovered and is reported as part of the expenditure to which it relates.
- Expenditure related to raising funds comprises the costs associated with attracting voluntary income.
- Expenditure related to charitable activities comprises those costs incurred by the Charity in the delivery of its activities. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Central support costs are allocated to the different charitable activities on the basis of estimated time spent by the support staff. These estimates are reviewed annually.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. Governance costs are included within support costs.

e. Tangible fixed assets
Assets costing more than £1,000 are capitalised. Assets are initially recognised at cost or value to the Charity, and then held at this value less subsequent depreciation. An annual review for indicators of impairment is carried out on the property of the Charity by the Trustees. Depreciation is provided at the following annual rates in order to write off the cost of each asset over its estimated useful life (a full year's depreciation is calculated in the year of purchase and none in the year of disposal):

- Office and computer equipment - 25% p.a. straight line
- Property - 2% p.a. straight line; land - 0%

f. Stock
Stocks of literature and merchandise are stated at the lower of cost and net realisable value. Provision is made for slow-moving stock when appropriate.

g. Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any discounts due.

h. Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

i. Creditors
Creditors are recognised as soon as there is a legal or constructive obligation committing the Charity to pay out resources. Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

j. Pensions
The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity and are independently administered. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

k. Leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2021

1 INCOME FROM DONATIONS AND LEGACIES

	2021				2020			
	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total
	£	£	£	£	£	£	£	£
Donations	53,148	500	1,180,972	**1,234,620**	45,603	-	1,247,983	**1,293,586**
Legacies (including gifts in kind)	2,750	71,936	-	**74,686**	1,522,000	-	-	**1,522,000**
Tax refunds	6,204	-	171,512	**177,716**	5,001	-	172,871	**177,872**
	62,102	72,436	1,352,484	**1,487,022**	1,572,604	-	1,420,854	**2,993,458**

Of the legacies reported in 2020, £1,400,000 relates to the gift of a property to the Charity.

2 INCOME FROM CHARITABLE ACTIVITIES

	2021				2020			
	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total
	£	£	£	£	£	£	£	£
Administration subscriptions	7,333	-	-	**7,333**	7,788	-	-	**7,788**
National and regional initiatives	7,926	5,666	-	**13,592**	7,412	-	-	**7,412**
Training, development and care	3,583	-	-	**3,583**	9,862	-	-	**9,862**
Events	5,838	-	-	**5,838**	14,410	-	-	**14,410**
Rental income from European Navigator Region	4,615	-	-	**4,615**	4,588	-	-	**4,588**
Provision of office support to European Navigator Region	8,507	-	-	**8,507**	9,224	-	-	**9,224**
	37,802	5,666	-	**43,468**	53,284	-	-	**53,284**

3 EXPENDITURE ON CHARITABLE ACTIVITIES AND RAISING FUNDS

	2021			2020		
	Direct costs	Central support costs	Total	Direct costs	Central support costs	Total
	£	£	£	£	£	£
Charitable activities						
Payments to representatives and projects	1,261,454	90,326	**1,351,780**	1,290,534	91,861	**1,382,395**
National and regional initiatives	31,237	100,951	**132,188**	21,281	68,127	**89,408**
Training, development and care	6,117	8,881	**14,998**	13,802	9,496	**23,298**
Events	8,271	16,193	**24,464**	17,590	19,598	**37,188**
Raising funds	574	865	**1,439**	593	835	**1,428**
	1,307,653	217,216	**1,524,869**	1,343,800	189,917	**1,533,717**

Central support costs are analysed in note 4.

Central support costs were divided on the basis of support staff time, with the split between charitable activities for each member of staff reflecting the particular activities they are involved with.
National and regional initiatives includes central support costs related to work of the European Navigator Region (£13,122).

Within payments to representatives and projects (direct costs), institutional grants of £54,710 (2020: £45,738) were paid to Navigator projects based in UK, Africa and North America. The remaining payments of £1,206,744 (2020: £1,244,796) consisted of grants to individuals.

4 CENTRAL SUPPORT COSTS

	2021	2020
	£	£
Costs relating to staff	127,145	117,494
Costs relating to premises	23,449	22,706
Administration, communications and other charity running costs	58,889	42,064
Costs relating to governance	7,733	7,653
	217,216	189,917

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2021 (continued)

5 NET INCOME BEFORE TRANSFERS

This is stated after charging:

	2021	2020
	£	£
Depreciation	**15,381**	1,456
Auditor's remuneration	**6,600**	6,342

6 STAFF COSTS AND NUMBERS

	2021	2020
	£	£
Salaries and wages	**109,012**	101,774
Employer's national insurance contributions	**5,950**	4,556
Pension contributions	**8,943**	8,158
	123,905	114,488

No employee received emoluments of more than £60,000 p.a.
The average number of employees was four (2020: four).
No employment benefits were paid to key management personnel (2020: none).

7 FIXED ASSETS

	Equipment	Property	**Total**
	£	£	**£**
Cost			
At 1 September 2020	9,849	-	**9,849**
Disposals	-	-	**-**
Additions	1,454	1,400,000	**1,401,454**
At 31 August 2021	11,303	1,400,000	**1,411,303**
Depreciation			
At 1 September 2020	7,506	-	**7,506**
Depreciation on disposals	-	-	**-**
Charge for the year	1,383	14,000	**15,383**
At 31 August 2021	8,889	14,000	**22,889**
Net book value			
At 31 August 2021	2,414	1,386,000	**1,388,414**
At 31 August 2020	2,343	-	**2,343**

8 PREPAYMENTS AND DEBTORS

	2021	2020
	£	£
Debtors re income from donations and legacies	**104,309**	1,452,152
Debtors re income from charitable activities	**594**	12
Debtor re cost of charitable activities	**379**	-
Debtors re income from investments	**99**	56
Prepayments re costs of charitable activities	**22,288**	20,271
	127,669	1,472,491

Of the debtors re income from donations and legacies reported in 2020, £1,400,000 relates to the gift of a property to the Charity, the title of which had not yet passed to the Charity. Title has passed to the Charity during the financial year and it has now been recorded as a fixed asset (see note 7).

9 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Deferred income re income from charitable activities	**429**	1,082
Creditors/accruals re cost of charitable activities:		
Tax and national insurance	**1,643**	1,654
Other creditors	**7,688**	1,818
Accruals	**6,924**	6,300
	16,684	10,854

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2021 (continued)

10 MOVEMENT IN FUNDS

Prior year comparatives are disclosed in note 17.

	Note	At 1 Sept 2020 £	Income and gains £	Expenditure and losses £	Transfers between funds £	At 31 Aug 2021 £
UNRESTRICTED FUNDS						
General Funds		489,512	100,422	(247,633)	143,989	**486,290**
Libby Hinton Fund (designated)	(i)	20,962	500	(1,292)	-	**20,170**
Tithe Fund (designated)	(ii)	13,294	-	(16,400)	8,199	**5,093**
Fixed Assets Fund (designated)	(iii)	1,402,343	-	(14,000)	73	**1,388,416**
Central Services Fund (designated)	(iv)	61,000	3,800	-	(23,980)	**40,820**
London House (designated)	(v)	-	73,802	(10,129)	(5,568)	**58,105**
		1,987,111	178,524	(289,454)	122,713	**1,998,894**
RESTRICTED FUNDS						
Representative Funds	(vi)	88,133	1,333,236	(1,219,123)	(105,155)	**97,091**
Admin Fund	(vii)	-	13,024	-	(13,024)	**-**
Scottish Admin Fund	(viii)	5,123	720	-	-	**5,843**
Robinson Africa Fund	(ix)	62,004	39	(15,000)	-	**47,043**
Second Half Living	(x)	3,811	100	(86)	(8)	**3,817**
Connect	(xi)	460	1,000	-	(540)	**920**
Student Ministries	(xii)	1,206	-	(1,206)	-	**-**
Church Ministries	(xiii)	860	300	-	(24)	**1,136**
Other restricted gifts	(xiv)	-	4,104	-	(3,962)	**142**
		161,597	1,352,523	(1,235,415)	(122,713)	**155,992**
TOTAL FUNDS		2,148,708	1,531,047	(1,524,869)	-	**2,154,886**

(i) **Libby Hinton Fund** holds part of a legacy that has been designated by the trustees for the provision of counselling, spiritual direction and retreats.

(ii) **Tithe Fund** holds money designated by the trustees to be used as grants for projects and individuals associated with other Navigator organisations worldwide in line with the Charity's objectives.

(iii) **Fixed Assets Fund** is a fund designated by the trustees to hold the value of fixed assets and the value of a property legacy awaiting transfer of the title to the Charity.

(iv) **Central Services Fund** holds part of a legacy that has been designated by the trustees to contribute towards central support costs.

(v) **London House (designated)** Fund holds a legacy relating to the London House and rental income. The fund has been designated to allow monitoring of the costs of operating and maintaining the property**.**

(vi) **Representative Funds** represent restricted donations to The Navigators UK Limited for the support of individual self-employed Navigator representatives or their ministry funds.

(vii) **Admin Fund** is a fund to receive restricted donations for administration costs.

(viii) **Scottish Admin Fund** is a fund to receive restricted donations for administration costs associated with events and initiatives in Scotland.

(ix) **Robinson Africa Fund** is a restricted fund comprising a legacy left to The Navigators UK Limited to be used for work in Africa.

(x) **Second Half Living** is a fund to receive restricted donations for Second Half Living initiatives.

(xi) **Connect i**s a fund to receive restricted donations for the Connect graduate training programme.

(xii) **Student Ministries** is a fund to receive restricted donations for Student Ministries initiatives.

(xiii) **Church Ministries** is a fund to receive restricted donations for Church Ministries initiatives.

(xiv) **Other restricted gifts** represent small restricted donations for specific events or national initiatives.

Transfers shown are net movements between funds and consist of:

- **Transfer of designated funds:** movement of funds set aside by the trustees for specific purposes from unrestricted general funds into designated funds.
- **Administration charge transfers:** a levy on donations received transferred from various restricted funds to unrestricted general funds.
- **Ministry transfers:** movement of funds from various restricted funds to unrestricted general funds to contribute towards expenditure in line with their restrictions.
- **General Fund transfers:** donations that in the past have been restricted and have been redirected by the donor to unrestricted general funds.

	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	2021 Total £
Transfer of designated funds	21,276	(21,276)	**-**	**-**
Administration charge transfers	98,118	-	(98,118)	**-**
Ministry transfers	17,694	-	(17,694)	**-**
General Fund transfers	6,901	-	(6,901)	**-**
	143,989	(21,276)	(122,713)	**-**

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2021 (continued)

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2021 Total
	£	£	£
Tangible fixed assets	1,388,414	-	**1,388,414**
Net current assets	610,479	155,992	**766,471**
Total net assets at 31 August 2021	1,998,893	155,992	**2,154,885**

At 31 August 2021, total net assets were £2,154,886, of which £766,471 were net current assets held by unrestricted funds (£610,479) and restricted funds (£155,992). The fixed asset balance of £1,388,415 is split between the property gifted to the charity last year (£1,386,600) included within designated funds and £2,415 of equipment included in unrestricted general funds.

12 COMMITMENTS UNDER OPERATING LEASES

At 31 August 2021 the charitable company had future minimum lease payments under non-cancellable operating leases for each of the following periods:

	2021	2020
	£	£
Within one year	**24,311**	24,089
Within two to five years	**4,035**	34,724
	28,346	58,813

Expenditure on the Statement of Financial Activities for the year ended 31 August 2020 relating to these leases was £25,662.81 (2020: £25,545).

13 TRUSTEES' REMUNERATION

None of the trustees received any remuneration in the year (2020: £nil).

No travel expenses were reimbursed (2020: £341 to three trustees) or waived (£2020: £69 by two trustees) due to meetings being held online as a result of the pandemic.

14 DONATIONS FROM RELATED PARTIES

Aggregate donations (including tax refunds) received from trustees, key management personnel and their close family members was £15,237.25 (2020: £30,379).

15 RELATED PARTY TRANSACTIONS

Related party transactions during the year relate to grants made to the self-employed representatives to further the purposes of the charity.

Helen Heron is a trustee of The Navigators UK Limited and is a close family member of Kat Shepherd, a self-employed representative of the charity. Grants made to Kat Shepherd to further the purposes of the charity were £21,161 (2020: £10,754).

Derek Leaf is the Country Leader of The Navigators UK Limited, a role that is considered to be key management personnel, and is a close family member of Eva Leaf. As described in the Trustees Report, the Country Leader operates as a self-employed representative of the charity and as such grants totalling £21,534 were made to the Derek and Eva Leaf to further the purposes of the charity (2020: £31,693).

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2021 (continued)

16 PRIOR YEAR FUND COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted general funds	Unrestricted designated funds	Restricted funds	2020 Total
	£	£	£	£
Income from:				
Donations and legacies	1,572,604	-	1,420,854	**2,993,458**
Charitable activities	48,696	-	-	**48,696**
Other trading activities	4,588	-	-	**4,588**
Investments	2,078	-	215	**2,293**
TOTAL	1,627,966	-	1,421,069	**3,049,035**
Expenditure on:				
Charitable activities				
Payments to representatives and projects	101,277	9,456	1,271,662	**1,382,395**
National and regional initiatives	88,378	-	1,030	**89,408**
Training, development and care	23,298	-	-	**23,298**
Events	37,188	-	-	**37,188**
Raising funds	1,428	-	-	**1,428**
TOTAL	251,569	9,456	1,272,692	**1,533,717**
Net income/(expenditure)	1,376,397	(9,456)	148,377	**1,515,318**
Transfers between funds	(1,334,839)	1,478,403	(143,564)	**-**
Net movement in funds	41,558	1,468,947	4,813	**1,515,318**
RECONCILIATION OF FUNDS				
Total funds brought forward	447,954	28,652	156,784	**633,390**
Total funds carried forward	489,512	1,497,599	161,597	**2,148,708**

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2021 (continued)

17 PRIOR YEAR COMPARATIVES FOR THE MOVEMENT IN FUNDS

MOVEMENT IN FUNDS

	Note	At 1 Sept 2019 £	Income and gains £	Expenditure and losses £	Transfers between funds £	At 31 Aug 2020 £
UNRESTRICTED FUNDS						
General Funds		447,954	1,627,966	(251,569)	(1,334,839)	**489,512**
Libby Hinton Fund (designated)	(i)	22,418	-	(1,456)	-	**20,962**
Tithe Fund (designated)	(ii)	6,234	-	(8,000)	15,060	**13,294**
Fixed Assets Fund (designated)	(iii)	-	-	-	1,402,343	**1,402,343**
Central Services Fund (designate	(iv)	-	-	-	61,000	**61,000**
		476,606	1,627,966	(261,025)	143,564	**1,987,111**
RESTRICTED FUNDS						
Representative Funds	(v)	83,493	1,388,490	(1,271,325)	(112,525)	**88,133**
Admin Fund	(vi)	-	26,856	-	(26,856)	**-**
Scottish Admin Fund	(vii)	4,403	720	-	-	**5,123**
Robinson Africa Fund	(viii)	62,126	215	(337)	-	**62,004**
Second Half Living	(ix)	4,047	-	(236)	-	**3,811**
Connect	(x)	460	500	-	(500)	**460**
Student Ministries	(xi)	2,000	-	(794)	-	**1,206**
Church Ministries	(xii)	255	450	-	155	**860**
Other restricted gifts	(xiii)	-	3,838	-	(3,838)	**-**
		156,784	1,421,069	(1,272,692)	(143,564)	**161,597**
TOTAL FUNDS		633,390	3,049,035	(1,533,717)	-	**2,148,708**

(i) Libby Hinton Fund holds part of a legacy that has been designated by the trustees for the provision of counselling, spiritual direction and retreats.
(ii) Tithe Fund holds money designated by the trustees to be used as grants for projects and individuals associated with other Navigator organisations worldwide in line with the Charity's objectives.
(iii) Fixed Assets Fund is a fund designated by the trustees to hold the value of fixed assets and the value of a property legacy awaiting transfer of the title to the Charity.
(iv) Central Services Fund holds part of a legacy that has been designated by the trustees to contribute towards central support costs.
(v) Representative Funds represent restricted donations to The Navigators UK Limited for the support of individual self-employed Navigator representatives or their ministry funds.
(vi) Admin Fund is a fund to receive restricted donations for administration costs.
(vii) Scottish Admin Fund is a fund to receive restricted donations for administration costs associated with events and initiatives in Scotland.
(viii) Robinson Africa Fund is a restricted fund comprising a legacy left to The Navigators UK Limited to be used for work in Africa.
(ix) Second Half Living is a fund to receive restricted donations for Second Half Living initiatives.
(x) Connect is a fund to receive restricted donations for the Connect graduate training programme.
(xi) Student Ministries is a fund to receive restricted donations for Student Ministries initiatives.
(xii) Church Ministries is a fund to receive restricted donations for Church Ministries initiatives.
(xiii) Other restricted gifts represent small restricted donations for specific events or national initiatives.

Transfers shown are net movements between funds and consist of:

- Transfer of designated funds: movement of funds set aside by the trustees for specific purposes from unrestricted general funds into designated funds.
- Administration charge transfers: a levy on donations received transferred from various restricted funds to unrestricted general funds.
- Ministry transfers: movement of funds from various restricted funds to unrestricted general funds to contribute towards expenditure in line with their restrictions.
- General Fund transfers: donations that in the past have been restricted and have been redirected by the donor to unrestricted general funds.

	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	2020 Total £
Transfer of designated funds	(1,478,403)	1,478,403	-	-
Administration charge transfers	101,295	-	(101,295)	-
Ministry transfers	31,792	-	(31,792)	-
General Fund transfers	10,477	-	(10,477)	-
	(1,334,839)	1,478,403	(143,564)	-

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2021 (continued)

18 RECONCILIATION OF THE STATEMENT OF FINANCIAL ACTIVITIES

		2021					2020
		Statement of Financial Activities	Debtors & Prepayments	Creditors & Accruals	Stock levels	Cash flow	Cash flow
		£	£	£	£	£	£
A1	**Income from donations and legacies**	1,487,022					
	(Increase)/decrease in debtors		(52,157)			**1,434,865**	1,575,389
A2	**Income from charitable activities**	43,468					
	(Increase)/decrease in debtors		(961)				
	Increase/(decrease) in deferred income			(653)		**41,854**	49,520
B1	**Costs of charitable activities**	(1,523,430)					
	Depreciation eliminated	15,383					
	(Increase)/decrease in prepayments		(2,017)				
	Increase/(decrease) in creditors and accruals			6,483			
	(Increase)/decrease in stocks				116	**(1,503,465)**	(1,537,663)
B2	**Costs of raising funds**	(1,439)				**(1,439)**	(1,428)
C1	**Interest from investments**	557					
	(Increase)/decrease in debtors		(43)			**514**	2,518
C2	**Costs of purchasing fixed assets**	(1,454)				**(1,454)**	(1,225)
	Balance sheet movements		**(55,178)**	**5,830**	**116**	**(29,125)**	87,111

The 2020 debtors figure included a £1,400,000 gift in kind, realisation of which did not affect cash flow.

19 ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS

	2021	2020	Change
	£	£	£
Savings account	436,054	350,867	**85,187**
Cash at bank and in hand	213,763	328,075	(114,312)
	649,817	678,942	**(29,125)**

	2020	2019	Change
	£	£	£
Savings account	350,867	150,000	**200,867**
Cash at bank and in hand	328,075	441,831	(113,756)
	678,942	591,831	**87,111**

THE NAVIGATORS UK LIMITED

England & Wales - Charity number 1099148

Accounts

THE NAVIGATORS UK LIMITED

A Company Limited by Guarantee

Company no. 04429021

Charity Registered in England & Wales no. 1099148
Charity Registered in Scotland no. SC038484

ANNUAL REPORT AND ACCOUNTS

31 August 2020

THE NAVIGATORS UK LIMITED

ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2020

CONTENTS

	Page
Report of the Trustees	
Objectives and Activities	**1**
Achievements and Performance	**3**
Financial Review	**5**
Plans for Future Periods	**7**
Structure, Governance and Management	**7**
Reference and Administrative Information	**10**
Statement of Trustees' Responsibilities	**11**
Independent Auditor's Report to the Trustees	**12**
Statement of Financial Activities	**15**
Balance Sheet	**16**
Statement of Cash Flows	**17**
Accounting Policies	**18**
Notes to the Accounts	**19-25**

THE NAVIGATORS UK LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2020

The trustees present their annual report and audited financial statements of The Navigators UK Limited ('the Charity' or 'Navigators UK') for the year ended 31 August 2020. The trustees have adopted the provisions of the Statement of Recommended Practice applicable to charities, preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS102).

Chair's Report

Navigators UK is financially stable and has diversified support. Historically we have had significant unrestricted reserves and therefore have spent six years setting deficit budgets in order to invest in growing the ministry and meeting key needs. In 2019/20 we received significant gifts that have taken us back over our target maximum reserves. This is very timely in putting us in a good position to weather the CV-19 storm.

Covid-19 heavily impacted ministry and leadership from March 2020 onwards due to reduced access to people and reduced capacity where Navigator representatives needed to school children at home. We have not seen any significant reduction in financial support to our representatives but we are monitoring the situation closely. We will use reserves to make very short-term discretionary grants to support any representative who gets into severe financial difficulty whilst they fundraise or find alternative ministries.

We have received a legacy of a house from someone who had a long-term involvement with the Navigators. This is a significant asset and a great centre for ministry in London. We are fully committed to maintaining the house in its disciplemaking ministry out of respect and gratitude to the donor. The house will also generate, in the medium term, a net cash surplus from rent minus expenses.

.

The budget for 2019/20 will again be a deficit budget. We have ceased any significant central fundraising because of our strong cash position.

At 31 August 2020 we had 80 Navigator self-employed representatives and 37 volunteer Navigator associates.

OBJECTIVES AND ACTIVITIES

The main objective of the Charity is the advancement of the Christian religion in the UK and overseas through evangelism, teaching, mentoring, training and the production and distribution of materials. We are committed to helping people come to know Christ, to live as Christ's disciples in society and to be equipped to help others to do the same. This is expressed in our calling**: '**To advance the gospel of Jesus and his kingdom into the nations through spiritual generations of labourers living and discipling among the lost'.

Our core values and vision have been identified and these provide the foundation for our strategy for ministry. Throughout our ministry we will continue our focus on

- knowing, loving and becoming like Christ
- the truth and sufficiency of the scriptures
- the transforming power of the gospel
- the leading and empowering of the Holy Spirit
- expectant faith and persevering prayer

Public Benefit

The trustees have had due regard to the Charity Commission's guidance on public benefit.

Fundraising Activity

The Charity's fundraising approach is based on building personal relationships with donors and potential donors, inspiring those who share our goals to want to partner in our work both financially and through prayer. Self-employed Navigator representatives are responsible for raising their own financial support; the Charity can provide them with information packs and fundraising materials to help them in this.

Fundraising to support central Charity costs is normally overseen by the National Fundraising Team, which comprises two trustees and members of the National Leadership Team. The Charity does not use commercial fundraisers. There has been minimal new central fundraising activity due to our strong financial situation.

Supporters are thanked appropriately and their data is kept secure. We do not sell or share supporter data for marketing purposes. We have not received any complaints about our fundraising activity.

Key Strategies

The key strategies employed to achieve our main objectives for the public benefit are:

- To see people constantly growing in their practical knowledge of Jesus founded on what the Bible teaches so that their lives are being changed to reflect Jesus' love for others.

- To see this personal transformation having an impact on those around them so others are drawn into this same way of living out that love for others as a consequence of their own personal encounters with God.

- To enable those who join this ministry to be trained both in a greater depth of understanding and in ways of sharing their lives with others so they in turn would have a similar impact.

Activities

The Charity's principal activities to achieve our charitable objectives for the public benefit are:

- The support of self-employed Navigator representatives who are funded by donations made for their ministries. Within the UK these representatives are currently helping people to live out and pass on the Christian faith in a variety of contexts and situations, including university students, those in their early working life who have graduated from our student ministries, those beyond 50 years of age, those of different cultures living in the UK, and church small groups and leaders. Some of our representatives do similar work in other countries, mostly in Europe but also in Africa, the USA and Asia.

- National and regional initiatives that build on the work of individual representatives, including the development of new discipleship resources for use both within the Navigator movement and by individuals and churches, and the provision of short-term mission trips abroad.

- Initiatives for the training, development and care of Navigator representatives, including a graduate programme called Connect, and a NavEquip course for those wishing to develop a longer term association with the Navigators UK.

- Events to connect and envision friends and supporters, and conferences for students and recent graduates.

ACHIEVEMENTS AND PERFORMANCE

Support and Development of Navigator Representatives

- The two region organisational approach has developed well over this year. The Scotland and Ireland Region is developing many new initiatives. The situation in the England and Wales Region is more complex and they are working on how best to organise in a way that best supports the development of the mission.

- A Missions Team provided care and oversight for those ministering overseas. They also oversee our international summer missions. This year a couple who have been serving for many years in France have returned to the UK for a sabbatical and redeployment.

- A National Student Ministry Leader offered training for students and representatives involved in the student ministries. Two leaders were being trained to work alongside the National Student Ministry Leader; however one has moved on and we are working to develop a replacement.

- New representatives are offered financial support through a 'matched funding' scheme in their first two years, in which gifts from new donors are matched from central funds up to a limit of 25% of their budget in the first year and 12.5% in the second. This aims to provide support with their initial fundraising.

- The NavEquip course is being developed as a replacement for the Foundations for Ministry (FFM) course. Building on the material and approach of FFM, this is a two-year developmental programme which aims to help people in all walks of life develop as disciples in their context. It is suitable for those in secular roles and those training to be Navigator representatives, for whom this will form the first two of three years of representative training.

- Eight new graduates enrolled on our one-year Connect programme and one underwent a second year of training and development.

- Our central support team continued to provide excellent standards of administration and financial control as well as improvements to our website and an increased emphasis on resource development and communications. Our Finance Manager will be retiring soon and we are actively seeking a replacement.

- Our annual weekend conference for all representatives was held in May 2020. The original programme had to be postponed due to Covid-19, with a shorter conference being held online instead, which included a motivational message from the International President.

Ministry Size

At 31 August 2020 there were 37 associates and 80 representatives associated with Navigators UK, including three new representatives and three new associates who joined us over the course of the year. Of these, around 40 ministered to university students in eleven UK cities, with a particular ministry to international students in some of these. The future for university ministry and international student ministry is currently uncertain because of Covid-19 restrictions; we are running an online campaign to develop new connections with students.

Student Ministry

Approximately 400 students have been ministered to across a number of different cities. The aim has been to establish foundations in their lives that will not only stand the turmoil of 21st century life, but would put these students in a good place to support and help others in the same way. In the light of the Covid-19 restrictions, there has been a shift to connecting online.

As many students have been dealing with mental health issues connected to or exacerbated by Covid-19, much of the ministry has moved to providing support to such students.

Crossing Cultures UK

The ministry of Crossing Cultures UK seeks to help people who live in the UK but who do not consider themselves part of the host culture. Those involved engage in dialogue for mutual understanding on issues of faith and life in the UK.

Second Half Living Ministry

Second Half Living, an initiative aimed at helping Christians aged 50+ to continue to use their gifts in the service of their communities, provided a programme of small-group activities and workshops. During the year Covid-19 brought an end to meeting with new contacts, although existing groups were able to move online. A pilot group has begun to work out how best to launch the workshops and groups online. This has brought an advantage in terms of connecting people from overseas who normally would have been unable to participate.

20s and 30s

The 20s 30s ministry seeks to help people transitioning from education into the working world. Whereas the student ministries help people to engage with how the world works and their part in it, this ministry is more practical as the issues of life hit home and questions are raised about how faith relates to such circumstances. An effort is beginning to bring the disparate groups together so that they can learn from one another.

Church-Based Ministry

Links have been established with a number of churches to assist them in disciplemaking. A group of people who have experience bringing a disciplemaking emphasis to churches has come together to develop a tailored approach and materials that can be offered to churches. Many representatives have continued to make specific contributions within local churches in line with the Navigator calling, including leading services, preaching, teaching, providing training and seminars, and leading small groups. In Leicester and Southampton, the Navigators have partnered with local churches in the provision of year-long disciplemaking training courses.

Overseas Mission

During 2019/20, eight representatives regularly support and coach nationals in various countries; Covid-19 brought an end to regular travel overseas so these representatives continue with their contacts through online methods. A further seven representatives live overseas

Due to Covid-19 all of our short-term summer mission trips were cancelled. This was a great loss, but efforts were turned instead to supporting young people who were trying to work out how to adapt to the lock down.

Special Events

A five-day residential School of Disciplemaking was organised in Scotland. However, because of Covid-19 it had to be replaced by a three-day online conference led by members of the Scotland and Ireland Leadership Team. It was disappointing to be online, but groups in England

were also able to engage with it for the first time. Some groups set up for that conference have continued online.

The Big Weekend, a residential conference for students and recent graduates, was held in Blackpool and was attended by more than 100 people. This year it looked at the subject of echochambers, with talks by Jackie Hird aimed at helping people listen to those around them.

FINANCIAL REVIEW

The balance sheet shows total net assets of £2,148,708, which is an increase of £1,515,318 during 2019/20. The majority of this increase is a house in London that was left to The Navigators UK Ltd in a legacy as a gift in kind. Ownership of this house has not yet passed to the Charity so it appears in the accounts as a debtor. The house has been included at a value to the Charity of £1,400,000, based on the probate valuation for HMRC. There are no funds in deficit in the accounts.

Two new designated funds have been created during 2019/20 – a Fixed Assets Fund to hold the value of fixed assets, and a Central Services Fund, to contribute towards future central support costs.

Income

Voluntary donations excluding gifts in kind increased to £1,415,586, a rise of £66,324 (4.9%) compared with last year. A legacy of £122,000 contributed to this increase. Half of this legacy has been designated by the trustees to form the Central Services Fund.

Gift aid decreased to £177,872, a fall of £23,764 (11.8%) compared with last year.

Most of our voluntary income is restricted by the donors to support the ministries of particular Navigator representatives or projects. An 8% administration charge was levied on restricted gifts to help fund the national office.

The trustees are conscious that the Covid-19 pandemic may impact the income of the Charity if a significant number of our donors are unable to continue supporting us due to changes in their financial position. They are actively monitoring the monthly income for the support of individual Navigator representatives and for our general funds. If there are indications that particular Navigator representatives are suffering hardship as a result of a fall in income, the Charity may make short-term discretionary grants to these representatives from the reserves. To date these measures have not been necessary.

Expenditure

The bulk of our expenditure continues to be payments made to support the ministries of self-employed Navigator representatives working in the UK and abroad.

Unrestricted funds (including the 8% administration charge) were used to fund ministries and projects and to cover the central support costs of the national office and governance. These central support costs were £189,917, a decrease of £10,858 (5.4%) compared with last year.

Investment Policy

Investments are maintained in a low-risk liquid position with competitive interest. Funds are currently held partially in an instant-access charity savings account and a 35-day notice savings account, with the rest of the funds being held in a deposit account with our bank. The amount invested, the spread over institutions and the interest rates earned are regularly reviewed by the Finance Committee of the Board.

Reserves Policy

Unrestricted funds are held in general funds to meet the costs of future ministries and projects and to underwrite current activities. Monitoring of reserve levels, resultant budget setting and review of actual financial performance are reviewed by both the Finance Committee and the Board.

Key elements of our reserve policy:

- Unrestricted free reserves (defined as unrestricted funds excluding designated funds) are held to protect against a sudden and catastrophic fall in donations and/or related tax relief. This is in order to protect the work of our representatives and enable the Charity to continue operating in the short term whilst evaluating and exercising options for survival or cessation and is consistent with good practice.

- Both minimum and maximum reserve levels are calculated to be used when monitoring performance and setting future budgets. These calculations use varying percentages of next year's budgeted costs for a minimum and maximum time period plus provision for an emergency fund, as set out below.

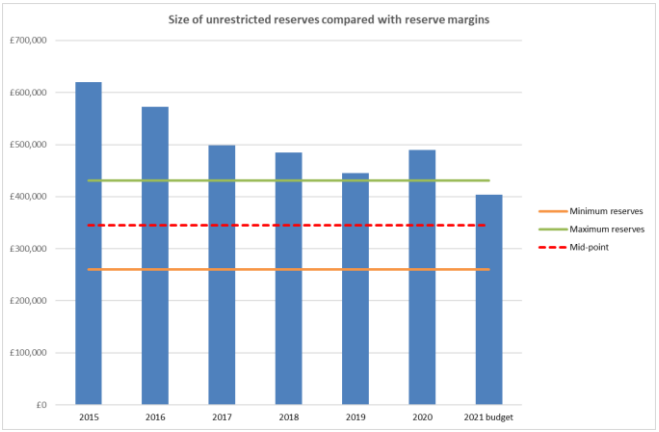
- Target unrestricted free reserve levels are calculated on the basis of
  - 100% of administration staff costs for 9-12 months
  - 100% of communications and resources staff costs for 4-8 months
  - 90% of non-staff based central administrative costs for 9-12 months
  - 75% of central ministry costs for 6-9 months
  - 30% of average Navigators UK representative support for 3-6 months
  - Emergency support of staff/representatives in exceptional circumstances (minimum £25,000 and maximum £50,000)

- We seek to stay broadly around the midpoint level of this unrestricted free reserve range and to never drop below the minimum.

Our current reserve position and projections:

- Calculated target reserves under this policy based on 2020/21 budgeted costs result in a maximum unrestricted reserve level of £430,634 and a minimum unrestricted reserve level of £260,507 (giving a midpoint target of £345,571).

- The unrestricted free reserves were £489,512 as at 31 August 2020, which is well above the maximum unrestricted reserve level. The trustees consider that the Charity should therefore reduce the reserves and accordingly have set a deficit budget of approximately £85,500 for 2020/21.



PLANS FOR FUTURE PERIODS

The student ministries in the UK are all adapting to the current Covid-19 crisis. At this point that means moving online. An online advertising campaign will encourage the development of new connections with students.

Those in ministry in church environments are meeting to work out an online path to disciplemaking that will be helpful for churches. This includes many hours of seminar material that could be delivered online.

The work of the Navigators is continuing to develop in Europe; Navigators UK, as one of the most developed ministries, is being increasingly involved in the European region through sharing expertise and mentoring.

The Big Weekend and Student Forum conferences have been suspended. Though very successful, these events were overstretching our resources in terms of representative capacity. The focus will instead be placed on a National Student Conference to be held at the beginning of the academic year. This will begin in 2021.

Navigator groups for graduates are exploring different ways to remain connected and to provide encouragement in their new environments. Various groups meet to share their experiences.

Second Half Living, the Navigator ministry to people aged 50+, has responded to Covid-19 by moving existing groups online. It is planning to explore running seminars for a new group this coming year.

A succession process for a new leader is to be run in the middle of next year. We hope to utilise a more collaborative style of leadership selection called a discerning process.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Navigators UK is a company limited by guarantee with charitable status. In the event of the company being wound up, the members are liable to contribute such an amount as may be required (not exceeding £10.00) in respect of the guarantee. The Charity was registered in Scotland in July 2007.

Appointment of Trustees

Trustees are appointed by the Board after prayerful consideration of candidates, the needs of the Charity and the potential contribution of new trustees. When new trustees are being sought, Board members and representatives are invited to suggest individuals and the Board decides who to approach and invite to consider becoming a trustee. In order to familiarise themselves with the ethos, aims and activities of the Charity, potential trustees are invited to attend a Board meeting as observers before being invited to join the Board. If the individual is willing to be a trustee they are elected by the Board and formally invited to join. New trustees are encouraged to attend training seminars and all trustees are invited to attend the annual conference for Navigator representatives.

Organisation

Responsibility for the governance of the Charity lies with the Board of Trustees, which meets at least three times a year. The Board has established a Finance Committee, which met three times last year and currently comprises three trustees and the Country Leader, with responsibility for budget setting, monitoring of income and expenditure and the overview of the year-end accounts and audit. The Board has also established a Representative and Pastoral Committee, which met three times this year and currently comprises four trustees and a representative; this committee deals with pastoral matters relating to representatives in order to better aid the fulfilment of trustee responsibility in these important areas.

During the year one trustee has resigned, having reached the end of his nine-year allowed involvement. One other trustee also reached the end of their allowed time but the Board of trustees agreed to a one-year extension to aid continuity in these challenging days. Three new trustees have joined and bring many skills and experience, together with a stronger input from Scotland. The Board works well together as it is, but we need to keep anticipating future trustee turnover as a normal course of events.

The Board see it as part of their responsibility to be in direct contact with the representatives around the UK in order to be aware of the developments in the ministry and the needs and opportunities that arise. To that end, the location of Board meetings had been rotated to visit different towns and cities through the year, with time set aside to meet the representatives in the various locations. Covid-19 has brought a temporary halt to this rotation. Trustees are encouraged to attend local Navigator events and meetings to have contact with representatives and supporters when this is possible.

Operational responsibility for the ministry of the Charity is entrusted to the Country Leader, supported by a National Leadership Team. The Country Leader and all the other Navigator representatives are self-employed and work in association with the Charity to provide ministry services to enable the Charity to fulfil its objectives and related activities. Such services are set out in formal ministry agreements, which are regularly reviewed. The Charity employs an Office Manager and Finance Manager to provide central administration and financial control, and two other staff who have responsibility for managing and delivering the Charity's communications to representatives, supporters, trustees and the wider community and the production of resources.

For a number of years the ministries of Navigators UK had been organised on the basis of four geographical quadrants, plus supplemental roles related to international missions and certain national responsibilities to better meet ministry challenges and opportunities. However, the quadrants have now been replaced by two regions – Scotland and Ireland, and England and Wales. This year has been the first year of transition.

A National Fundraising Team comprising two trustees and members of the National Leadership Team was established in 2015/16 with the objective of managing central fundraising initiatives to support specific ministries. The team is not currently functioning because of our strong financial position and the effects of Covid-19.

The trustees are thankful for the continued leadership of Navigators UK provided by the Country Leader Derek Leaf and his wife Eva. They are a deeply gifted couple and it has been a great encouragement to team with them over this year.

Navigators UK belongs to the European Navigator region (NavEurope) and is part of the worldwide Navigator movement, which has its international office in Colorado Springs, USA. The European Director, Bill Sparks, has established his office in our building in Southampton and we provide him with administrative support as well as office space. NavEurope is charged for these facilities and support. The aims and objectives of NavEurope are very similar to those of Navigators UK but they work in a wider European context.

Related Parties

None of the trustees receive remuneration or other benefit from their work with the Charity. The opportunity to declare any potential conflicts of interest is presented at the commencement of each Board meeting.

Risk Management

The trustees continue to identify the major risks to which the organisation is exposed and ensure that risk is managed to a satisfactory level. Risks are identified and reviewed during the regular programme of Board and Board Committee meetings, where existing and new ministry activities, financial developments and regulatory changes are considered in the context of the risk they bring to the organisation. Once identified, risks are formally documented within a Risk Register and, where appropriate, controls are implemented so as to seek to reduce the residual risk to an acceptable level commensurate with the Charity's resources.

The principal risks identified are the financial and ministry impacts of Covid-19, the loss of key office staff and current legislative uncertainties around the definitions of employment status.

In common with many charities with a small number of employees, the loss of key office staff through illness or resignation poses a risk to the day-to-day functioning of the Charity. The trustees have in place measures to detect emerging issues in good time but accept there will still be a residual risk.

In relation to employment status, the trustees have concluded a major review of all our internal documentation relating to procedures and policies affecting the self-employed Navigator representatives and our employed staff. This has been conducted to ensure that we accurately reflect the reality of these different relationships. We have reviewed the latest government tool for assessing self-employed status but it does not appear to be relevant to our Charity.

The trustees continue to ensure a regular focus on our reserve levels as an integral part of our budgeting process.

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Registered in England & Wales No.	1099148
Charity Registered in Scotland No.	SC038484
Company No.	04429021

Registered Office	Turner House 54 The Avenue Southampton SO17 1XQ

Key Management Personnel

Key management personnel comprise the trustees and the Country Leader.

Trustees

The trustees, who are also directors for the purposes of Company law, who served during the year and since the year end are:

M Osborn (Chair)*†
D Brathwaite†
K Glazebrook†
S Mulholland
S Peters* (to 13/11/2019)
S Wroe*†
L de Caestecker (from 2/4/2020)
H Heron† (from 7/4/2020)
S-M Kueh (from 23/7/2020)

*Finance committee
†Representative and pastoral committee

Country Leader	D Leaf

Advisors

Bank	NatWest plc 64 High Street New Malden Surrey KT3 4HB
Solicitors	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES
Auditors	Burton Sweet The Clock Tower 5 Farleigh Court Old Weston Road Flax Bourton Bristol BS48 1UR

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of The Navigators UK Limited for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the strategic report and directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to make themselves aware of that information.

Signed on behalf of the Board of Trustees

Martin Osborn – Chair

Date

Opinion

We have audited the financial statements of The Navigators UK Limited (the "Charity") for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)c of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state in them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 August 2020 and of its income, expenditure and cash flows for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulation 2006 (as amended).

Basis for opinion

We conducted out audit in accordance with international Standards in Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of a least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If based, on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report the fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the trustees' report (incorporating the strategic report and the directors' report) have been prepared in accordance with applicable law requirements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- sufficient accounting records have not been kept;

- the financial statements are not in agreement with the accounting records and returns;

- certain disclosures of trustees' remuneration specified by law are not made; or

- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/apb/scope/private.cfm This description forms part of our auditor's report.

Joshua Kingston ACA (Senior Statutory Auditor)

For and on behalf of Burton Sweet Chartered Accountants and Statutory Auditor

The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Date: ……..

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2020 (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

	Note	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	2020 Total £	2019 Total £
Income from:						
Donations and legacies	1	1,572,604	-	1,420,854	**2,993,458**	1,550,898
Charitable activities	2	48,696	-	-	**48,696**	90,238
Other trading activities	3	4,588	-	-	**4,588**	4,641
Investments		2,078	-	215	**2,293**	2,108
TOTAL		1,627,966	-	1,421,069	**3,049,035**	1,647,885
Expenditure on:						
Charitable activities	4,5					
Payments to representatives and projects		101,277	9,456	1,271,662	**1,382,395**	1,474,920
National and regional initiatives		88,378	-	1,030	**89,408**	93,813
Training, development and care		23,298	-	-	**23,298**	55,893
Events		37,188	-	-	**37,188**	61,557
Raising funds		1,428	-	-	**1,428**	1,394
TOTAL		251,569	9,456	1,272,692	**1,533,717**	1,687,577
Net income/(expenditure)	6	1,376,397	(9,456)	148,377	**1,515,318**	(39,692)
Transfers between funds	11	(1,334,839)	1,478,403	(143,564)	**-**	-
Net movement in funds	11	41,558	1,468,947	4,813	**1,515,318**	(39,692)
RECONCILIATION OF FUNDS						
Total funds brought forward		447,954	28,652	156,784	**633,390**	673,082
Total funds carried forward	11	489,512	1,497,599	161,597	**2,148,708**	633,390

The Charity has no other recognised gains or losses other than the results for the year as set out above.
All the activities of the Charity are classed as continuing.
Prior year fund comparatives are disclosed in note 17.

The notes on pages 17 to 25 form part of these financial statements.

BALANCE SHEET AS AT 31 AUGUST 2020

	Note	2020 £	2020 £	2019 £	2019 £
TANGIBLE FIXED ASSETS	8		**2,343**		**2,574**
CURRENT ASSETS					
Stock of literature and merchandise at cost		**5,786**		**6,184**	
Prepayments and debtors	9	**1,472,491**		**47,449**	
Savings accounts		**350,867**		**150,000**	
Cash at bank and in hand		**328,075**		**441,831**	
		2,157,219		**645,464**	
CURRENT LIABILITIES					
Creditors: amounts falling due within one year	10	**10,854**		**14,648**	
		10,854		**14,648**	
NET CURRENT ASSETS			**2,146,365**		**630,816**
TOTAL NET ASSETS			**2,148,708**		**633,390**
STATEMENT OF FUNDS	12				
Restricted funds			**161,597**		**156,784**
Unrestricted funds					
General funds			**489,512**		**447,954**
Designated funds			**1,497,599**		**28,652**
TOTAL FUNDS			**2,148,708**		**633,390**

-

These financial statements have been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

Approved by the Trustees on ……..……..……2020 and signed on their behalf by:

……..……..……

The notes on pages 17 to 24 form part of these financial statements.

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 Total funds	2019 Total funds
OPERATIONAL CASH FLOWS		**£**	£
Cash flows *for* operating activities			
Income from donations and legacies	19 (A1)	**1,570,801**	1,544,426
Costs of raising funds	19 (B2)	**(1,428)**	(1,394)
Income from other trading activities	19 (A3)	**4,588**	4,641
Net inflow for operating activities		**1,573,961**	1,547,673
Cash flows *from* operating activities			
Income from charitable activities	19 (A2)	**49,520**	90,905
Costs of charitable activities	19 (B1)	**(1,537,663)**	(1,694,146)
Net outflow from operating activities		**(1,488,143)**	(1,603,241)
Net inflow/(outflow) of operating activities		**85,818**	(55,568)
NON-OPERATIONAL CASH FLOWS			
Investing activities			
Interest from investments	19 (C1)	**2,518**	2,015
Costs of purchasing fixed assets	19 (C2)	**(1,225)**	(2,849)
Net inflow from investing activities		**1,293**	(834)
Net cash inflow/(outflow) for year	20	**87,111**	(56,402)

Charity law prohibits the use of net cash flows on any restricted fund to offset net cash outflows on any fund outside of its own purposes, except on special authority. In practice, this restriction has not had any effect on cash flows for the year.

The notes on pages 17 to 25 form part of these financial statements.

ACCOUNTING POLICIES FOR THE YEAR ENDED 31 AUGUST 2020

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

a. Basis of accounting
The Charity is a public benefit entity. The financial statements have been prepared under the historical cost convention and in accordance with the Companies Act 2006, Financial Reporting Standard FRS102 and the Charities Statement of Recommended Practice FRS102 based thereon.

The trustees consider that there are no material uncertainties related to events or conditions that cast significant doubt on the Charity's ability to continue as a going concern. The trustees have considered going concern in the context of the Covid-19 pandemic and its effects on the Charity and the economy.

b. Fund accounting
- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity. Unrestricted designated funds are unrestricted funds set aside by the trustees for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

c. Income
All income is included in the Statement of Financial Activities when the Charity is entitled to it and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:
- Income from donations and legacies is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable, including the related tax recoverable under the Gift Aid scheme.
- Donated assets, services and facilities are included at the value to the Charity where this can be quantified. The property donated to the charity in the year as a legacy was recognised in the accounts at value to the Charity (based on the open market value as reported to HMRC by the probate solicitor). The value of services provided by volunteers has not been included in these financial statements.
- Income from investments is included when receivable. A portion is allocated to various restricted funds on the basis of the average balance in these funds over the financial year. The remainder is allocated to unrestricted general funds.
- Income from legacies is recognised when there is entitlement to the income (the charity has been notified of the terms of the will after the death of the benefactor), it is probable that the asset will be receivable and it is measurable.

d. Expenditure
Expenditure is recognised on an accrual basis, as a liability is incurred. Expenditure includes VAT, which cannot be recovered and is reported as part of the expenditure to which it relates.
- Expenditure related to raising funds comprises the costs associated with attracting voluntary income.
- Expenditure related to charitable activities comprises those costs incurred by the Charity in the delivery of its activities. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Central support costs are allocated to the different charitable activities on the basis of estimated time spent by the support staff. These estimates are reviewed annually.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. Governance costs are included within support costs.

e. Tangible fixed assets
Assets costing more than £1,000 are capitalised. Assets are initially recognised at cost or value to the Charity, and then held at this value less subsequent depreciation. An annual review for indicators of impairment is carried out on the property of the Charity by the Trustees. Depreciation is provided at the following annual rates in order to write off the cost of each asset over its estimated useful life:
- Office and computer equipment - 25% p.a. straight line
- Property - 2% p.a. straight line; land - 0%

f. Stock
Stocks of literature and merchandise are stated at the lower of cost and net realisable value. Provision is made for slow-moving stock when appropriate.

g. Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any discounts due.

h. Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

i. Creditors
Creditors are recognised as soon as there is a legal or constructive obligation committing the Charity to pay out resources. Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

j. Pensions
The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity and are independently administered. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

k. Leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2020

1 INCOME FROM DONATIONS AND LEGACIES

	2020			2019		
	Unrestricted general funds	**Restricted funds**	**Total**	Unrestricted general funds	Restricted funds	Total
	£	**£**	**£**	£	£	£
Donations	45,603	1,247,983	**1,293,586**	46,380	1,296,233	1,342,613
Legacies (including gifts in kind)	1,522,000	-	**1,522,000**	-	6,649	6,649
Tax refunds	5,001	172,871	**177,872**	6,488	195,148	201,636
	1,572,604	1,420,854	**2,993,458**	52,868.00	1,498,030.00	1,550,898

Of the legacies reported in 2020, £1,400,000 relates to the gift of a property to the Charity.

2 INCOME FROM CHARITABLE ACTIVITIES

	2020			2019		
	Unrestricted general funds	**Restricted funds**	**Total**	Unrestricted general funds	Restricted funds	Total
	£	**£**	**£**	£	£	£
Administration subscriptions	7,788	-	**7,788**	8,732	-	8,732
National and regional initiatives	7,412	-	**7,412**	6,889	-	6,889
Training, development and care	9,862	-	**9,862**	25,552	-	25,552
Events	14,410	-	**14,410**	39,412	-	39,412
Provision of office support to European Navigator Region	9,224	-	**9,224**	9,653	-	9,653
	48,696	-	**48,696**	90,238	-	90,238

3 INCOME FROM OTHER TRADING ACTIVITIES

	2020			2019		
	Unrestricted general funds	**Restricted funds**	**Total**	Unrestricted general funds	Restricted funds	Total
	£	**£**	**£**	£	£	£
Rental income	4,588	-	**4,588**	4,641	-	4,641
	4,588	-	**4,588**	4,641	-	4,641

4 EXPENDITURE ON CHARITABLE ACTIVITIES AND RAISING FUNDS

	2020			2019		
	Direct costs	**Central support costs**	**Total**	Direct costs	Central support costs	Total
	£	**£**	**£**	£	£	£
Charitable activities						
Payments to representatives and projects	1,290,534	91,861	**1,382,395**	1,376,659	98,261	1,474,920
National and regional initiatives	21,281	68,127	**89,408**	22,791	71,022	93,813
Training, development and care	13,802	9,496	**23,298**	45,854	10,039	55,893
Events	17,590	19,598	**37,188**	40,950	20,607	61,557
Raising funds	593	835	**1,428**	548	846	1,394
	1,343,800	189,917	**1,533,717**	1,486,802	200,775	1,687,577

Central support costs are analysed in note 5.

Central support costs were divided on the basis of support staff time, with the split between charitable activities for each member of staff reflecting the particular activities they are involved with.

Within payments to representatives and projects (direct costs), institutional grants of £45,738 (2019: £48,140) were paid to Navigator projects based in UK, Africa and North America. The remaining payments of £1,244,796 (2019: £1,328,519) consisted of grants to individuals.

5 CENTRAL SUPPORT COSTS

	2020	2019
	£	£
Costs relating to staff	**117,494**	121,784
Costs relating to premises	**22,706**	22,865
Administration, communications and other charity running costs	**42,064**	47,214
Costs relating to governance	**7,653**	8,912
	189,917	200,775

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2020 (continued)

6 NET INCOME BEFORE TRANSFERS

This is stated after charging:

	2020	2019
	£	£
Depreciation	**1,456**	2,156
Auditor's remuneration	**6,342**	5,970

7 STAFF COSTS AND NUMBERS

	2020	2019
	£	£
Salaries and wages	**101,774**	103,550
Employer's national insurance contributions	**4,556**	6,744
Pension contributions	**8,158**	7,971
	114,488	118,265

No employee received emoluments of more than £60,000 p.a.
The average number of employees was four (2019: five).
No employment benefits were paid to key management personnel (2019: none).

8 FIXED ASSETS

	Equipment	Total
	£	£
Cost		
At 1 September 2019	11,246	**11,246**
Disposals	(2,622)	**(2,622)**
Additions	1,225	**1,225**
At 31 August 2020	9,849	**9,849**
Depreciation		
At 1 September 2019	8,672	**8,672**
Depreciation on disposals	(2,622)	**(2,622)**
Charge for the year	1,456	**1,456**
At 31 August 2020	7,506	**7,506**
Net book value		
At 31 August 2020	2,343	**2,343**
At 31 August 2019	2,574	**2,574**

9 PREPAYMENTS AND DEBTORS

	2020	2019
	£	£
Debtors re income from donations and legacies	**1,452,152**	29,495
Debtors re income from charitable activities	**12**	991
Debtors re income from investments	**56**	281
Prepayments re costs of charitable activities	**20,271**	16,682
	1,472,491	47,449

Of the debtors re income from donations and legacies reported in 2020, £1,400,000 relates to the gift of a property to the Charity, the title of which has not yet passed to the Charity. Once the title has passed to the Charity this will be recorded as a fixed asset.

10 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Deferred income re income from charitable activities	**1,082**	1,237
Creditors/accruals re cost of charitable activities:		
Tax and national insurance	**1,654**	3,129
Other creditors	**1,818**	4,312
Accruals	**6,300**	5,970
	10,854	14,648

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2020 (continued)

11 MOVEMENT IN FUNDS

Prior year comparatives are disclosed in note 18.

	Note	At 1 Sept 2019 £	Income and gains £	Expenditure and losses £	Transfers between funds £	At 31 Aug 2020 £
UNRESTRICTED FUNDS						
General Funds		447,954	1,627,966	(251,569)	(1,334,839)	**489,512**
Libby Hinton Fund (designated)	(i)	22,418	-	(1,456)	-	**20,962**
Tithe Fund (designated)	(ii)	6,234	-	(8,000)	15,060	**13,294**
Fixed Assets Fund (designated)	(iii)	-	-	-	1,402,343	**1,402,343**
Central Services Fund (designated)	(iv)	-	-	-	61,000	**61,000**
		476,606	1,627,966	(261,025)	143,564	**1,987,111**
RESTRICTED FUNDS						
Representative Funds	(v)	83,493	1,388,490	(1,271,325)	(112,525)	**88,133**
Admin Fund	(vi)	-	26,856	-	(26,856)	**-**
Scottish Admin Fund	(vii)	4,403	720	-	-	**5,123**
Robinson Africa Fund	(viii)	62,126	215	(337)	-	**62,004**
Second Half Living	(ix)	4,047	-	(236)	-	**3,811**
Connect	(x)	460	500	-	(500)	**460**
Student Ministries	(xi)	2,000	-	(794)	-	**1,206**
Church Ministries	(xii)	255	450	-	155	**860**
Other restricted gifts	(xiii)	-	3,838	-	(3,838)	**-**
		156,784	1,421,069	(1,272,692)	(143,564)	**161,597**
TOTAL FUNDS		633,390	3,049,035	(1,533,717)	-	**2,148,708**

(i) **Libby Hinton Fund** holds part of a legacy that has been designated by the trustees for the provision of counselling, spiritual direction and retreats.

(ii) **Tithe Fund** holds money designated by the trustees to be used as grants for projects and individuals associated with other Navigator organisations worldwide in line with the Charity's objectives.

(iii) **Fixed Assets Fund** is a fund designated by the trustees to hold the value of fixed assets and the value of a property legacy awaiting transfer of the title to the Charity.

(iv) **Central Services Fund** holds part of a legacy that has been designated by the trustees to contribute towards central support costs.

(v) **Representative Funds** represent restricted donations to The Navigators UK Limited for the support of individual self-employed Navigator representatives or their ministry funds.

(vi) **Admin Fund** is a fund to receive restricted donations for administration costs.

(vii) **Scottish Admin Fund** is a fund to receive restricted donations for administration costs associated with events and initiatives in Scotland.

(viii) **Robinson Africa Fund** is a restricted fund comprising a legacy left to The Navigators UK Limited to be used for work in Africa.

(ix) **Second Half Living** is a fund to receive restricted donations for Second Half Living initiatives.

(x) **Connect i**s a fund to receive restricted donations for the Connect graduate training programme.

(xi) **Student Ministries** is a fund to receive restricted donations for Student Ministries initiatives.

(xii) **Church Ministries** is a fund to receive restricted donations for Church Ministries initiatives.

(xiii) **Other restricted gifts** represent small restricted donations for specific events or national initiatives.

Transfers shown are net movements between funds and consist of:

- **Transfer of designated funds:** movement of funds set aside by the trustees for specific purposes from unrestricted general funds into designated funds.
- **Administration charge transfers:** a levy on donations received transferred from various restricted funds to unrestricted general funds.
- **Ministry transfers:** movement of funds from various restricted funds to unrestricted general funds to contribute towards expenditure in line with their restrictions.
- **General Fund transfers:** donations that in the past have been restricted and have been redirected by the donor to unrestricted general funds.

	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	2020 Total £
Transfer of designated funds	(1,478,403)	1,478,403	**-**	**-**
Administration charge transfers	101,295	-	(101,295)	**-**
Ministry transfers	31,792	-	(31,792)	**-**
General Fund transfers	10,477	-	(10,477)	**-**
	(1,334,839)	1,478,403	(143,564)	**-**

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2020 (continued)

12 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2020 Total
	£	£	£
Tangible fixed assets	2,343	-	**2,343**
Net current assets	1,984,768	161,597	**2,146,365**
Total net assets at 31 August 2020	1,987,111	161,597	**2,148,708**

At 31 August 2019, total net assets were £633,390, of which £630,816 were net current assets held by unrestricted funds (£474,032) and restricted funds (£156,784). The remaining £2,574 were tangible fixed assets held by unrestricted funds.

13 COMMITMENTS UNDER OPERATING LEASES

At 31 August 2020 the charitable company had future minimum lease payments under non-cancellable operating leases for each of the following periods:

	2020	2019
	£	£
Within one year	**24,089**	23,856
Within two to five years	**34,724**	4,818
More than five years	**-**	-
	58,813	28,674

Expenditure on the Statement of Financial Activities for the year ended 31 August 2020 relating to these leases was £25,545 (2019: £17,373).

14 TRUSTEES' REMUNERATION

None of the trustees received any remuneration in the year (2019: £nil).
Travel expenses of £341 (2019: £1,044) were reimbursed to three trustees (2019: five). Travel expenses of £69 (2019: £290) were waived by two trustees (2019: three).

15 DONATIONS FROM RELATED PARTIES

Aggregate donations (including tax refunds) received from trustees, key management personnel and their close family members was £30,379 (2019: £16,491).

16 RELATED PARTY TRANSACTIONS

Related party transactions during the year relate to grants made to the self-employed representatives to further the purposes of the charity.

Stephen Peters was a trustee of The Navigators UK Limited until November 2019 and is a close family member of Timothy Peters, a self-employed representative of the charity. Grants made to Timothy Peters to further the purposes of the charity were £19,995 (2019: £17,311).

Helen Heron became a trustee of The Navigators UK Limited in April 2020 and is a close family member of Kat Shepherd, a self-employed representative of the charity. Grants made to Kat Shepherd to further the purposes of the charity were £10,754 (2019: £12,160).

Derek Leaf is the Country Leader of The Navigators UK Limited, a role that is considered to be key management personnel, and is a close family member of Eva Leaf. As described in the Trustees Report, the Country Leader operates as a self-employed representative of the charity and as such grants totalling £31,693 were made to the Derek and Eva Leaf to further the purposes of the charity (2019: £22,640).

In addition, Derek Leaf is a close family member of both Hannah and Zanel Leaf, who have in the past been self-employed representatives of the charity. Grants made to Hannah Leaf to further the purposes of the charity were zero (2019: £5,484) and grants made to Zanel Leaf to further the purposes of the charity were zero (2019: £7,044).

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2020 (continued)

17 PRIOR YEAR FUND COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted general funds	Unrestricted designated funds	Restricted funds	2019 Total
	£	£	£	£
Income from:				
Donations and legacies	52,868	-	1,498,030	**1,550,898**
Charitable activities	90,238	-	-	**90,238**
Other trading activities	4,641	-	-	**4,641**
Investments	1,916	-	192	**2,108**
TOTAL	149,663	-	1,498,222	**1,647,885**
Expenditure on:				
Charitable activities				
Payments to representatives and projects	108,527	1,170	1,365,223	**1,474,920**
National and regional initiatives	92,929	-	884	**93,813**
Training, development and care	55,893	-	-	**55,893**
Events	61,557	-	-	**61,557**
Raising funds	1,394	-	-	**1,394**
TOTAL	320,300	1,170	1,366,107	**1,687,577**
Net income/(expenditure)	(170,637)	(1,170)	132,115	**(39,692)**
Transfers between funds	131,886	5,288	(137,174)	**-**
Net movement in funds	(38,751)	4,118	(5,059)	**(39,692)**
RECONCILIATION OF FUNDS				
Total funds brought forward	486,705	24,534	161,843	**673,082**
Total funds carried forward	447,954	28,652	156,784	**633,390**

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2020 (continued)

18 PRIOR YEAR COMPARATIVES FOR THE MOVEMENT IN FUNDS

	Note	At 1 Sept 2018 £	Income and gains £	Expenditure and losses £	Transfers between funds £	At 31 Aug 2019 £
UNRESTRICTED FUNDS						
General Funds		486,705	149,663	(320,300)	131,886	**447,954**
Libby Hinton Fund (designated)	(i)	23,588	-	(1,170)	-	**22,418**
Tithe Fund (designated)	(ii)	946	-	-	5,288	**6,234**
		511,239	149,663	(321,470)	137,174	**476,606**
RESTRICTED FUNDS						
Representative Funds	(iii)	93,185	1,479,809	(1,365,223)	(124,278)	**83,493**
Admin Fund	(iv)	-	10,801	-	(10,801)	**-**
Scottish Admin Fund	(v)	3,683	720	-	-	**4,403**
Robinson Africa Fund	(vi)	61,934	192	-	-	**62,126**
Second Half Living	(vii)	281	-	(884)	4,650	**4,047**
Connect	(viii)	2,760	500	-	(2,800)	**460**
Student Ministries	(ix)	-	100	-	1,900	**2,000**
Church Ministries	(x)	-	1,000	-	(745)	**255**
Matched Funding	(xi)	-	5,000	-	(5,000)	**-**
Other restricted gifts	(xii)	-	100	-	(100)	**-**
		161,843	1,498,222	(1,366,107)	(137,174)	**156,784**
TOTAL FUNDS		673,082	1,647,885	(1,687,577)	-	**633,390**

(i) **Libby Hinton Fund** holds part of a legacy that has been designated by the trustees for the provision of counselling, spiritual direction and retreats.
(ii) **Tithe Fund** holds money designated by the trustees to be used as grants for projects and individuals outside of The Navigators UK Limited in line with the Charity's objectives.
(iii) **Representative Funds** represent restricted donations to The Navigators UK Limited for the support of individual self-employed Navigator representatives or their ministry funds.
(iv) **Admin Fund** is a fund to receive restricted donations for administration costs.
(v) **Scottish Admin Fund** is a fund to receive restricted donations for administration costs associated with events and initiatives in Scotland.
(vi) **Robinson Africa Fund** is a restricted fund comprising a legacy left to The Navigators UK Limited to be used for work in Africa.
(vii) **Second Half Living** is a fund to receive restricted donations for Second Half Living initiatives.
(viii) **Connect i**s a fund to receive restricted donations for the Connect graduate training programme.
(ix) **Student Ministries** is a fund to receive restricted donations for Student Ministries initiatives.
(x) **Church Ministries** is a fund to receive restricted donations for Church Ministries initiatives.
(xi) **Matched Funding** is a fund to receive restricted donations to help fund the Matched Funding initiative for new Navigator representatives.
(xii) **Other restricted gifts** represent small restricted donations for specific events or national initiatives.

Transfers shown are net movements between funds and consist of:

- **Transfer of designated funds:** movement of funds set aside by the trustees to be used as grants for projects and individuals outside of The Navigators UK Limited in line with the Charity's objectives from unrestricted general funds into a designated fund.
- **Administration charge transfers:** a levy on donations received transferred from various restricted funds to unrestricted general funds.
- **Ministry transfers:** movement of funds from various restricted funds to unrestricted general funds to contribute towards expenditure in line
- **General Fund transfers:** donations that in the past have been restricted and have been redirected by the donor to unrestricted general

	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	2019 Total £
Transfer of designated funds	(5,288)	5,288	**-**	**-**
Administration charge transfers	112,235	-	(112,235)	**-**
Ministry transfers	22,420	-	(22,420)	**-**
General Fund transfers	2,519	-	(2,519)	**-**
	131,886	5,288	(137,174)	

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2020 (continued)

19 RECONCILIATION OF THE STATEMENT OF FINANCIAL ACTIVITIES

		2020					2019
		Statement of Financial Activities	Debtors & Prepayments	Creditors & Accruals	Stock levels	Cash flow	Cash flow
		£	£	£	£	£	£
A1	**Income from donations and legacies**	2,993,458					
	(Increase)/decrease in debtors		(1,422,657)			**1,570,801**	1,544,426
A2	**Income from charitable activities**	48,696					
	(Increase)/decrease in debtors		979				
	Increase/(decrease) in deferred income			(155)		**49,520**	90,905
A3	**Income from other trading activities**	4,588				**4,588**	4,641
B1	**Costs of charitable activities**	(1,532,289)					
	Depreciation eliminated	1,456					
	(Increase)/decrease in prepayments		(3,589)				
	Increase/(decrease) in creditors and accruals			(3,639)			
	(Increase)/decrease in stocks				398	**(1,537,663)**	(1,694,146)
B2	**Costs of raising funds**	(1,428)				**(1,428)**	(1,394)
C1	**Interest from investments**	2,293					
	(Increase)/decrease in debtors		225			**2,518**	2,015
C2	**Costs of purchasing fixed assets**	(1,225)				**(1,225)**	**(2,849)**
	Balance sheet movements		**(1,425,042)**	**(3,794)**	**398**	**87,111**	(56,402)

20 ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS

	2020	2019	Change
	£	£	£
Savings account	350,867	150,000	**200,867**
Cash at bank and in hand	328,075	441,831	(113,756)
	678,942	591,831	**87,111**

	2019	2018	Change
	£	£	£
Savings account	150,000	150,000	**-**
Cash at bank and in hand	441,831	498,233	(56,402)
	591,831	648,233	**(56,402)**