

24 Annual report 25 navigators



*Mobilising the whole Church
to Make Disciples*

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

Table of CONTENTS

01

THE BIG PICTURE

a letter from our Chair of Trustees

02

MOBILISING THE WHOLE CHURCH TO MAKE DISCIPLES

a message from our National Director

09

MOBILISING AN ALONGSIDER MOVEMENT

1. Through our people and grass-roots ministry
2. Through Resources, Training & Events
3. Through Leadership and a Core Support Team

20

Financial Review

28

Structure, Governance and Management

30

Reference and Administrative Information

32

Statement of Trustees Responsibilities

33

Independent auditor's report

37

Statement of financial activities

38

Balance sheet

39

Statement of cash flows

40

Notes to the account

The Big Picture

a letter from our Chair of Trustees

Thank you for taking the time to read our annual report and accounts. In March 2025 we held our largest ever National Conference where 367 people gathered to celebrate 70 years of Navigator Ministry in the UK and take part in worship, teaching and seminars ranging from transformative Bible reading to engaging local churches in the disciple-making vision.

It provided a living demonstration of the work that we do today as a charity and how, in the words of Jesus, it 'builds the Kingdom of God'. That "living demonstration" is described in this report. It 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.

At 31 August 2025, there were 94 representatives and associate representatives working with the Navigators UK, including two new representatives who joined us over the course of the year (see map on page 10). 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.

Our Navigator Network Member scheme, which launched last year, is continuing to thrive and at the time of writing, we have **568 NavNetwork members**. The scheme is allowing us to equip and support people who share our vision of getting alongside others and seeing what God can do. As this network continues to grow, we trust 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.

To that end, I have been personally getting alongside someone and encouraging them to get alongside others. Quite spontaneously, he said to me recently, "Wow, this really works!" It does indeed!

Mobilising the whole church to Make Disciples

a message from the National Director

Our driving passion as Navigators is the potential of the everyday believer to have an extraordinary impact for the Kingdom of God. The greatest asset of Jesus' church is its people. Ephesians 4:11-12 reminds us that the purpose of leadership in the church is to **'equip the saints for the work of ministry'**. In other words, the job of leaders is releasing the whole church to make their full contribution.



Our conviction is that central to this equipping of saints for the work of ministry is equipping everyday believers to make disciples (Matt 28:18-20). Making disciples is influenced by many factors – preaching/teaching, church activities, spiritual practices, courses, but our conviction as Navigators, since its start in the 1930s, has been that relationships are critical to this journey of growth. Spiritual growth is as much a matter of who gets alongside you as what you do: the greatest asset for your spiritual growth may well be sat next to you on a Sunday morning at church.

Our passion in all we do as UK Navigators is to mobilise a movement of people who live out a relational disciple-making vision wherever God has placed them. All our activity is geared towards this vision. In this report you will hear about:

1.) Grass roots ministries of the UK Navigators (where the majority of our people work) – student ministries, city collectives (and much more) where our people invest their lives in nurturing faith and raising up disciple-makers.

2.) Resources, Training and Events - there are many exciting things we do nationally to equip the church to live out the disciple-making vision – conferences including our amazing 70th Anniversary National Conference, to the new NavNetwork membership program that offers training and encouragement in living out this relational vision.

Of particular significance in this last year has been the production of **The Alongsider Course**. This is the largest project the Navigators in the UK has ever attempted and this year saw the filming of this Seven-Session small group video course that we hope will impact the whole UK church. This next year (25/26) will involve finishing this project and delivering it nationally. Please pray with us for this.

3.) Leadership and Core Support Team – we have an amazing group of National Leaders and a Core Support Team that provide strategic direction and support to enable the whole organisation to fulfil its purpose to raise up thousands of disciple-makers across the UK. We are deeply thankful for these amazing people.

We hope you enjoy reading about all that we are doing in the UK Navigators and our ambitions for the future. Thank you for taking the time and interest to read our Annual Report.



Phil Boydell

Eph. 4:12
"to equip the saints for the work of ministry, for building up the body of Christ".



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*

Impact Spotlight

Glasgow Student Weekend Away



In November 2024, a group of 15 female students from the Glasgow student ministry went to the Seamill centre for a weekend away. Bethany Thompson, one of the student ministry leaders, explains what happened on this weekend and how it illustrates some of the short and longer term impacts of student ministry.

"The theme for the weekend was the Holy Spirit and we approached the theme through talks from two great speakers, a worship evening and morning devotionals using Lectio divina and the examen. The weekend gave us space to discuss the content, get to know one another and build relationships through beach trips and a craft and game evening.

The weekend was great because we had some students who had been around the ministry for a while and also some people who were new to Navs that year. The conversations were really impactful, especially because we had 8 international attendees. We found that the topic of the Holy Spirit was heavily influenced by our faith journeys up to that point and by culture influences, whilst also going back to the Gospel to see what Scripture says the Holy Spirit is.

I think the students would say the worship night was a highlight- to be in a safe space and to get to worship through music but also praying over one another. I saw bonds form through this part of the weekend and a real desire came to do more communal prayer.





The main takeaway for us as a student ministry team was that the students returned committed to reading much more scripture in their personal lives. They felt that they had been learning about God through sermons and podcasts and bible studies but really craved just immersing themselves in Scripture and know God through it. That heavily influenced our term 2 studies where we as a ministry went through the book of Romans. We created a daily reading plan for the students to help them read each day as opposed to once a week in our bible study evenings. We stripped back the direct questions and equipped our group leaders to facilitate a discussion with no questions to follow but instead to pull from Romans the big themes Paul is highlighting.

Looking back almost a year later, we can see the long term impact. One girl came into the weekend really seeking what to do after she finished her postgrad, and through the seminar by Ruth Weller she was learning about discerning the Holy Spirit. She shortly afterwards felt the Spirit was leading her to serve in Mexico with YWAM and she is currently there now.

Another girl was very much just coming back to thinking about her faith during this weekend and had felt distance from God. The practice of the morning devotionals is what really helped her and she ended up sharing her testimony in front of the ministry a few months later of how God had brought her to Scotland to discover how to have a personal relationship with Him."

Five Strategic Outcomes:

These are the 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
--	---	--	---	---



Vision: 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.

A close-up photograph of two young women with long blonde hair, smiling warmly at the camera. They are wearing casual clothing, and the background is slightly blurred, suggesting an indoor setting.

**1. Through our People
and grass-roots ministry**

A photograph of a diverse group of people sitting in rows, possibly in a church or community hall. They are all looking towards the left side of the frame, appearing to be part of a service or training session. The lighting is warm and the atmosphere is focused.

**2. Through Resources,
Training & Events**

A photograph of a group of people sitting on a grassy lawn. In the foreground, a man with a mustache and sunglasses is smiling. To his left, a woman in a blue cap and sunglasses is also smiling. Other people are visible in the background, some sitting on the grass and others standing. The scene is outdoors and appears to be a casual gathering or event.

**3. Through Leadership
and a Core Support Team**

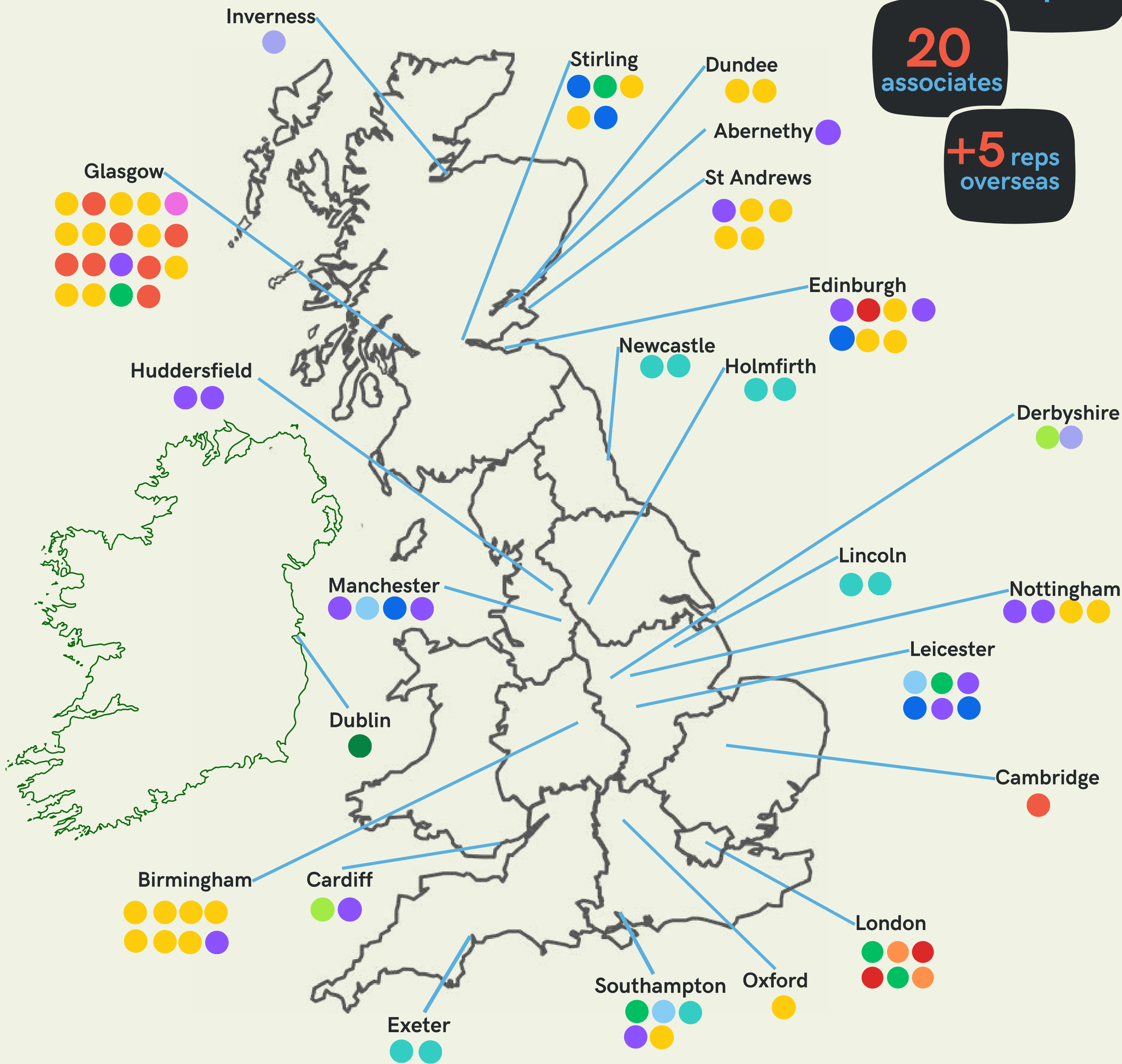
Our staff across the UK

p10

69
reps

20
associates

+5
reps
overseas



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
disciple-making

568
members

1,945
receiving
Discipleship Weekly

10s of
thousands
impacted

1. Through our people and grass-roots ministry

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 starting with resumption of ministry at Leicester University next year.



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. City Collectives continue to be a key structural innovation for the UK Navigators with increased growth across Stirling, Glasgow, Edinburgh.

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 we currently second two experienced 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. NavNetwork membership now stands at 568 people who share our vision for disciple-making and who we are resourcing through in-person and online events and online training courses called 'Member Modules'.

Over the year we have run eight Member Modules with an average attendance of 35 people. 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.

NavNetwork Event BRIAN BLACKLOCK

13th January 19:30-21:00
2025

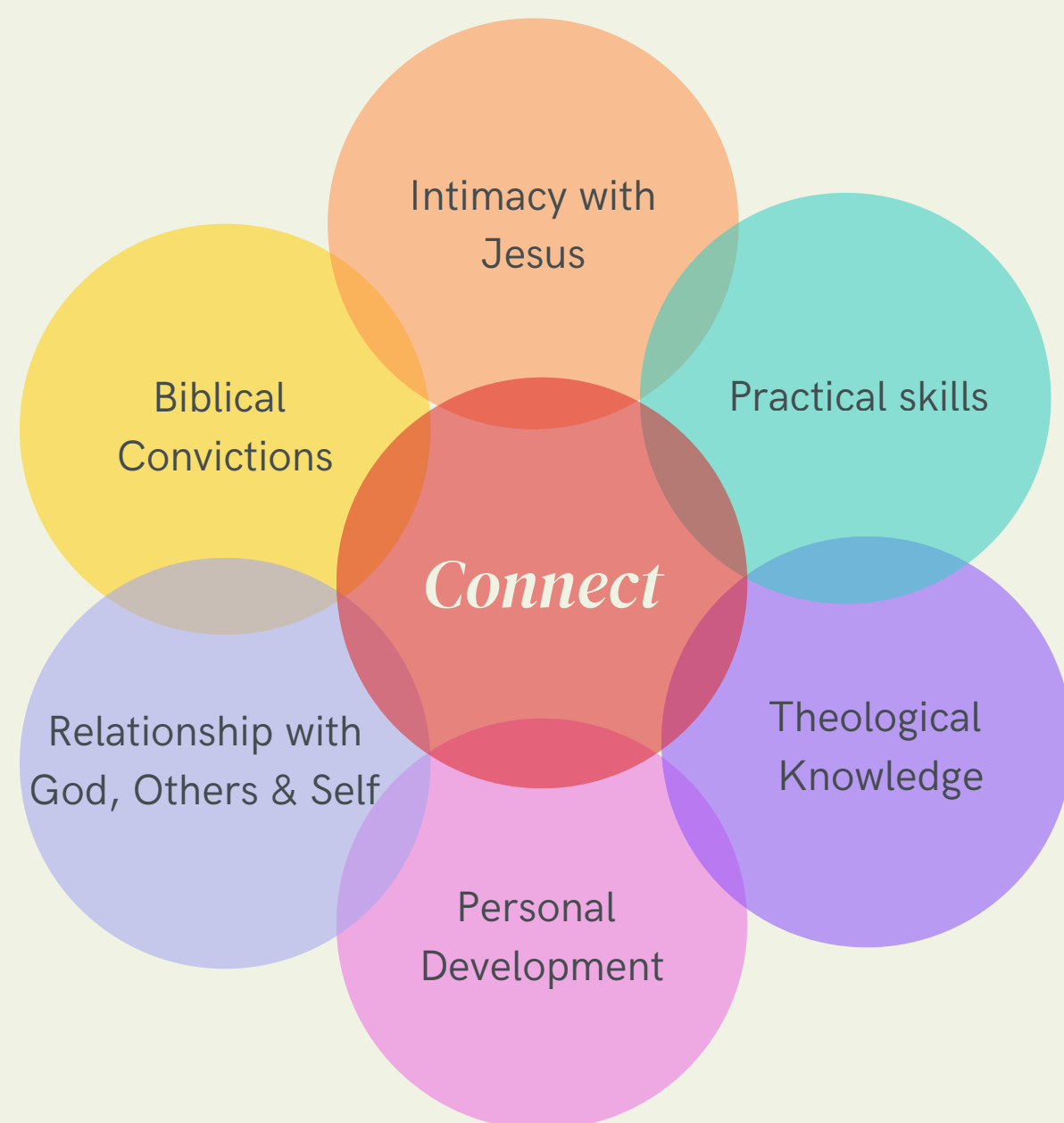
surrender!

Encountering Jesus on the journey of faith

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



367 people



d) National Conference

In March 2025 we held our largest ever National Conference where 367 people gathered to celebrate 70 years of Navigator Ministry in the UK and take part in worship, teaching and seminars ranging from transformative Bible reading to engaging your local Church in the disciple-making vision.

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 16 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. This year, we again held a successful retreat for this group attended by 20 men. This helped increase the confidence of those attending to share, speak and teach their faith to others.

g) Short term missions

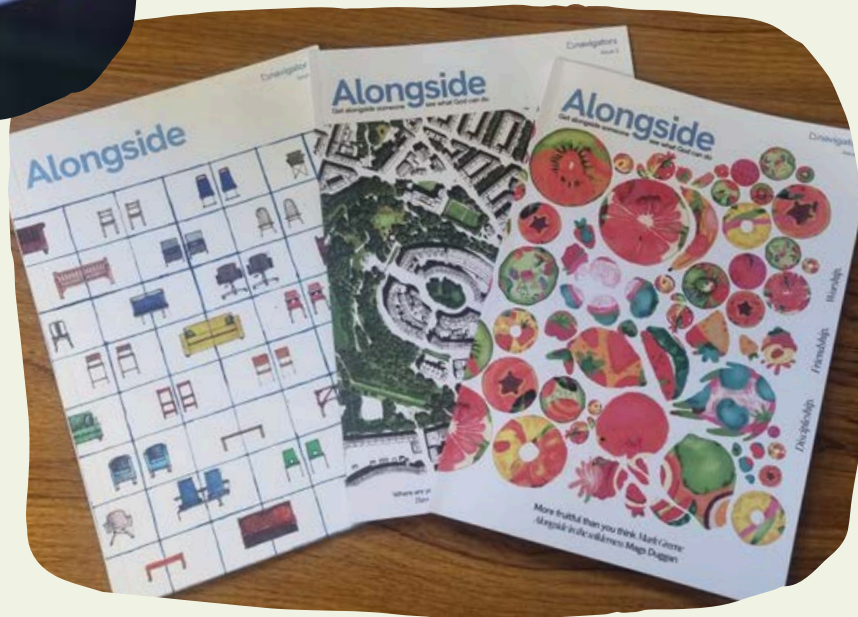
Short term mission programmes over the summer provide experience of cross-cultural mission, which is an important part of training for ministry in the UK as well as those considering a call to ministry overseas. Over the summer, groups travelled to Norway, Italy, France and Asia.



Resources



▢ **Alongside Magazine** is changing the conversation about disciple-making in the UK church. This year we published the third edition of Alongsider Magazine and distributed 2,900 copies. 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 2,260 people each week with inspiration and encouragement in their disciple-making through their email inbox.

▢ **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 publication of a further two studies the 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'.



The Alongsider Course

We have seen over the decades that when people become available to God through their relationships He does not fail to work in amazing ways. We believe it is time for the UK Navigators to play our strategic part in the raising up of thousands of new disciple-makers across the UK and beyond. One of the ways we will seek to do this is by producing the Alongsider Course, a quality seven-week small group video resource that will introduce people to the disciple-making vision in a fresh and compelling way.

Our vision is a course that makes the Great Commission (Matt 28:18-20) do-able for ordinary believers who usually disqualify themselves as 'not equipped' or 'holy' enough to play their part. It seeks to capture people's imaginations with who they are in the Promises of God and will attempt to reframe all their relationships in the purposes of God.



“ *Therefore go and make disciples of all nations,*

baptizing them in the name of the Father and of the Son and of the Holy Spirit,

and teaching them to obey everything I have commanded you.

And surely I am with you always, to the very end of the age. ”

God is already at work and we want every believer to know and believe that the Lord has made no mistake in where He has planted them in life.

This year the material for the course has been extensively refined with 70 people taking part in pilot courses online and face to face. Through the generous support of a benefactor we now have funding in place to support a project manager for the course and the professional filming which took place in Autumn 2025. In the next year we look forward to launching the course and seeing it used in churches across the country.



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



Hanna van der Meer
Assistant National Director
(from April 2025)



Mike Spencer
Assistant National Director



Adam Simmonds
Assistant National Director



Rosalyn Boydell
Assistant National Director



Nick Baker
Finance and Resources
Director

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.

The three staff members and an intern who make up our Communications Team are the engine room behind the Alongside Magazine, Discipleship Weekly, our new resources and all of the communications that connect a movement of people together. Altogether we have 9 centrally funded members of staff (which taking account of those working part time is the equivalent of five and a half full time employees). All of the remainder of our team (including two employees) are funded through ministry partnerships with individuals and churches.

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

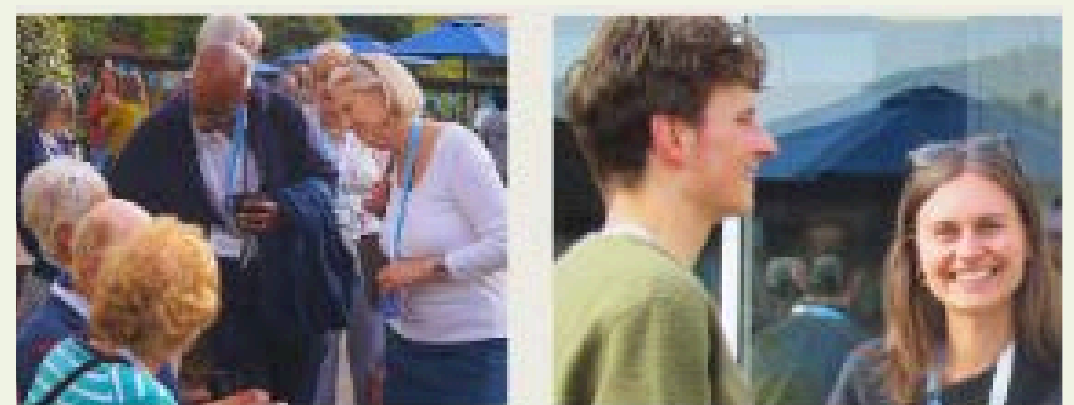


Reviewing our finances always makes me grateful for God's provision and the generosity of His people. The heart of our finances are our 1,280 mission partners who partner with one or more of our representatives and the Change Makers who regularly give to our Mission Fund. These long term partnerships 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 those faithful and generous people, **thank you!**

It is really encouraging to be able to report considerable progress on our medium term financial strategy. One priority was to increase unrestricted income to allow us to continue investing in our wider work, particularly in developing the discipleship resources we produce for equipping a wider movement of alongsiders. This year we saw unrestricted income from donations and grants rise to £256,727 or 13.95% of the total (£119,995 and 7.7% in 2023-24). In addition to this we received a further £95,920 in restricted grants for specific projects.

These were significant steps towards the long term sustainability of our wider work, and at our National Conference we launched our 'Change Makers' appeal for new regular donors for our unrestricted fund. This appeal will continue through the 2025 calendar year and will help us sustain and diversify this income stream as some of the donations we received this year will not be repeatable in the same form in future years.

A second priority has been ensuring that front-line ministry is sustainable and accessible for the next generation of workers. Through the Next Generation Fund we have been able to provide grants to our Connect Interns ensuring that this opportunity to experience full time ministry after university is as accessible as possible and providing a pipeline of potential new representatives.



Another aspect of financial sustainability has been keeping the employment status of our representatives under review and during the year the board took the decision to begin a four year process of transitioning the majority of our representatives from self-employed to employed status. Representatives will still be responsible for raising the costs of their ministry through ministry partnership and we are aware that this adds additional costs, particularly in the area of National Insurance. To support this process the board has agreed to set aside four month's of each gift income funded employee's salary as 'buffer funds'. This is to support the payment of consistent salaries despite the normal monthly fluctuations in gift income and to ensure that the charity can comply with all its legal obligations as an employer. During the year we took on our first four gift income employees (two who transitioned from self-employment in the UK and two from employment with the Netherlands Navigators). To support this a transfer of £63,321 was made from unrestricted general funds to designated funds. Further significant transfers will be required over the next three years and so in the 2025/26 financial year the board plans to release equity from the charity's property in London to support this process.

The balance sheet summarises our financial assets, and shows total net assets of £1,961,319 (2024: £1,901,338). There are no funds in deficit in the accounts. This reflects an increase in restricted funds held at the end of the year and a reduced operating deficit on the general fund of £32,752. This figure is calculated after shared/central services contribution before the transfer of buffer funds described above and excludes £25,000 of grant income awarded this year but receivable in future years.

Income

Voluntary donations and grants were £1,793,997 (2024: 1,482,154). In addition the charity also recovered gift aid of £208,943 (2024: £202,561). This represents an increase of 18.9% 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 £354,218 (2024: £301,408). 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. In addition due to the changing pattern of use of the charity's office in Stirling, expenditure of £16,236 which in previous years has been categorised under National and Regional Initiatives has now been classified as a central support cost.

Investment policy

The majority of investments are maintained in a low-risk liquid position with competitive interest. In addition £197,663 (2024: £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.

Grant Making policy

The charity's principle use of grant making is to support the work of frontline Navigator representatives whose work is funded through ministry partnerships with individuals and churches. Within the UK grants are made on a monthly basis to self-employed Navigator representatives, grants to support frontline workers around the world are made to national Navigator organisations in the countries in which they are based. In addition to this the trustees may make discretionary grants from unrestricted funds to support representatives facing financial hardship which poses a risk to their ministry and to support the work of the Navigators World Wide Partnership. For example, in April 2025 a grant was made to the Kenya Navigators of £9,000 to support the next generation of workers in Kenyan universities. This was funded partly from restricted funds donated by members of the public in response to an appeal and partly from unrestricted general funds.

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.

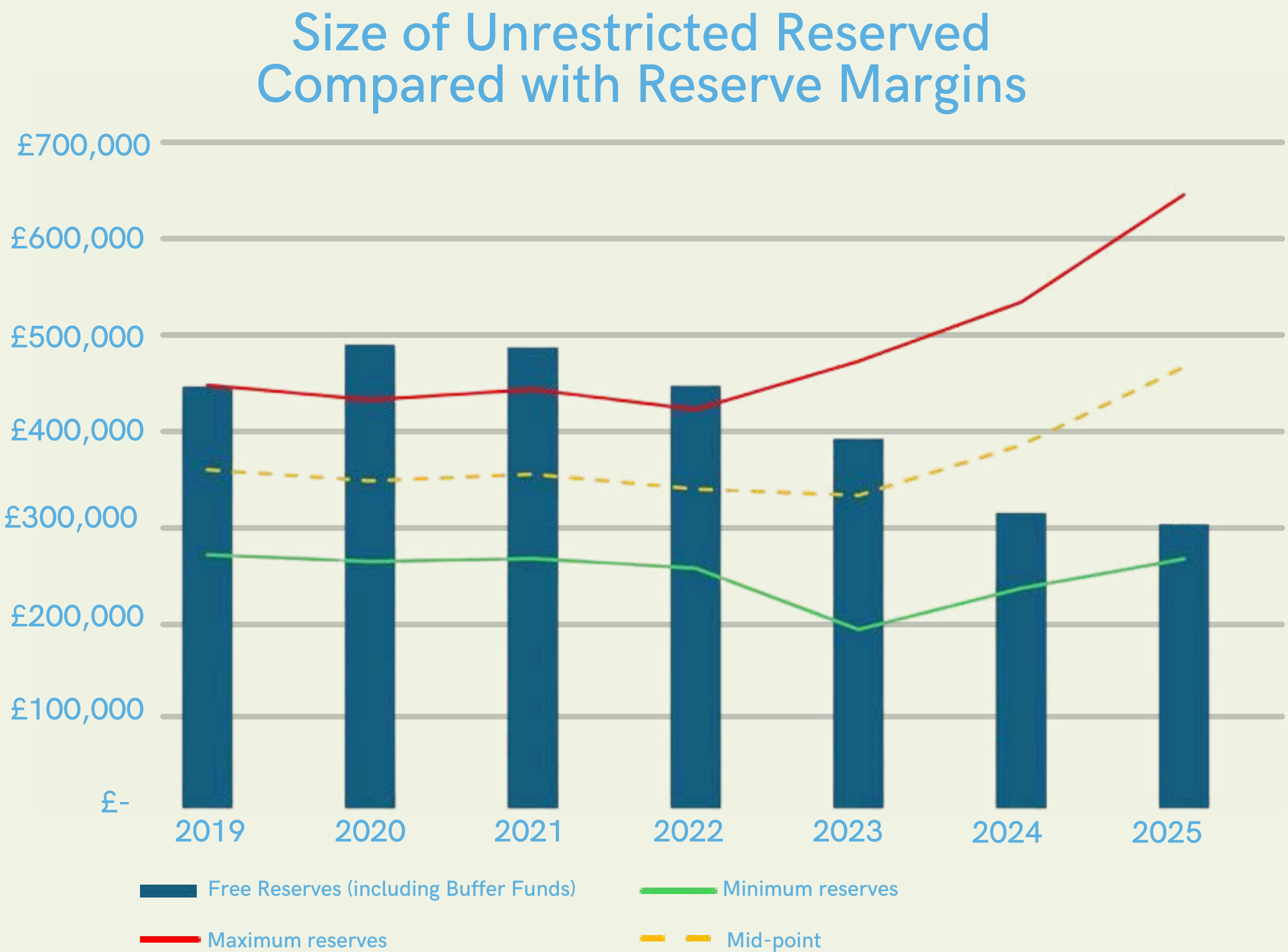
Key elements of our reserve policy:

- 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 centrally funded 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
 - Buffer funds for all gift income funded employees of 3-4 months staff costs.
 - 30% of average Navigators UK self-employed 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 2025/26 budgeted costs and the current level of gift income funded employees result in a maximum unrestricted reserve level of £646,718 and a minimum unrestricted reserve level of £263,518 (giving a midpoint target of £455,118).
- At the end of 2024/25 free reserves and buffer funds held stood at £300,299. In 2023/24 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 and to provide buffer funds to support the transition of the majority of our self-employed representatives to employed status. The strategies that have been put in place to increase unrestricted income allowed for this withdrawal of equity to be delayed until October 2025. This will provide a strategic reserve to support these priorities and allow sufficient funds to be released into the general reserve to restore this within the policy margins. The continuing growth of our income gives the board confidence that there is considerable scope to reach a balanced budget position by the end of the five year period.

- The trustees have therefore felt confident to set a deficit budget of £114,523 for the 2025/26 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 and continue to review 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.



This graph represents the Charity’s historic reserves margins. In 2023 the board reviewed the reserves policy, resulting in a widening of the gap between the minimum and maximum positions and the increase in reserves requirements from that point is driven primarily by the start of the process to transition self-employed staff to employed staff (requiring high levels of reserves in the form of buffer funds) but also by increased operating budgets.

At the 31st August 2025 total funds held by the charity were £1,961,319, of these £188,735 were restricted funds. Of the restricted funds the £104,625 held as representatives funds and the £13,949 held for city and regional ministries are short term balances held on over 300 restricted funds operated by the charity. Funds held in the restricted grants, next generation and Alongsider Course funds are held for specific projects and are anticipated to be expended within the next year.

A further £1,531,411 of the total funds are designated by the trustees, the most significant proportion being the £1,398,820 of fixed assets which are held within a designated fund. These are the only funds held by the charity which can only be realised by disposing of tangible fixed assets or programme related investments. The remainder of the designated funds are composed as follows:

- £12,669 designated to provide counselling and retreats within the Libby Hinton fund which were set aside by the trustees for this purpose after an unrestricted legacy was received. It is anticipated these funds will be spent within five years.
- £60,796 has been designated within the London House Fund to support the operation of the charity's London property as a disciple-making community. These funds which have been generated through rental income will be used for the continued maintenance of the property and to cover some of the financing costs of the loan on the property. While the trustees intend to maintain a reserve within this fund for as long as the house operates in its current way, it is anticipated that the level of funds will reduce over the coming four years to around by at least 50%.
- £59,126 has been designated to provide additional reserves (known as Gift Income Employee Buffer) to ensure that trustees are able to meet all of their legal obligations in relation to workers who have transferred from self-employed to employed status.

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 and gift income funded employees are responsible for raising funds for the Charity that can be used to support the costs of their ministries; the Charity can provide training and coaching in ministry partner development and fundraising materials to help them in this.

This year we have been grateful for the support of several grant making bodies and philanthropists who have supported us this year. Grants have helped fund a range of projects such as the development of the Alongsider Course and our Connect Grants. In addition grant funding has allowed us to match fund the first year of donations made to our 'Change Makers' appeal, helping us to increase our long term regular unrestricted giving.

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.

Public Benefit

The trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011.

Charitable Objectives

The advancement of the 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.

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 with the Charity Commission in England and Wales in August 2003 and the Office for the Scottish Charity Regulator 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 met four times over the year. The board has established a Finance Committee, which met three times last year and comprised three trustees, the National Director and Finance Director, with responsibility for budget setting, monitoring of income and expenditure and the overview of the year-end accounts and audit. The trustee members of the Finance Committee also act as the charity's remuneration committee and meet once a year to review the remuneration of all employees, including key management personnel. As part of this review benchmark data from the charity's recruitment partner will be used in addition to consideration of the increase in cost of living represented by the CPIH measure. The board has also established a People Committee, which met three times last year and comprised five trustees and two members 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 majority of Navigator representatives are currently 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 (3.3 Full Time Equivalents) with responsibility for operations, human resources, financial management, events and fundraising. Three other staff (2.03 FTE) have responsibility for managing and delivering the Charity's communications to representatives, associates, supporters, trustees and the wider community and the production of resources. The charity also employs one member of ancillary staff for two hours per week to clean our Southampton office.

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.

The Navigators UK holds funds as an agent for NavEurope (see note 23 to the accounts). Despite its relationships with the Navigators Worldwide Partnership, the Navigators UK is an independent legal entity and all policies and operating procedures are set by the trustees of the Navigators UK.

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 need to increase unrestricted income by the end of the medium term financial strategy or reduce expenditure, the need for some representatives to increase ministry partner funding to both ensure ministry is sustainable in the long term and support the transition to employed status, and the ongoing need to develop a pipeline of future leaders from among our employed representatives.

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.

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 2024/25 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)
- A Craig
- S Gibson-Smith† (appointed 21/10/2024)
- H Heron†
- B Inusa†
- S-M Kueh*
- A Jones†
- S Wexler*

*Finance committee

†People committee

National Director’s Team

- P. Boydell – National Director
- N. Baker
- R. Boydell
- A. Simmonds
- M. Spencer
- H. Van Der Meer (appointed 01/03/2025)

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 for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the 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 gives a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its income and expenditure for the financial year. In preparing these financial statements the Trustees are required to:

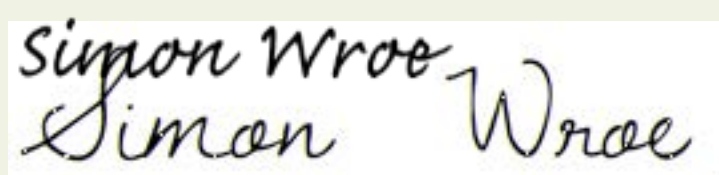
- Select suitable accounting policies and apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

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

A handwritten signature in black ink that reads "Simon Wroe". The signature is written in a cursive style, with the first name "Simon" and the last name "Wroe" clearly visible.

Simon Wroe - Chair

Date 12/01/2026

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 2025 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 2025 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 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 our 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:

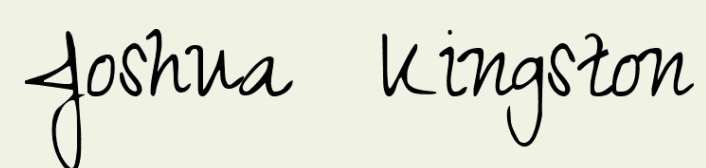
- making enquiries of those charged with governance and other management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- discussing amongst the engagement team the risks of fraud;
- gaining an understanding of the internal controls 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 FCA (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

13/01/2026

Statement of Financial Activities for the Year ended 31 August 2025 (Including Income and Expenditure Account)

	Note	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	2025 Total £	2024 Total £
Income from:						
Donations and legacies	2	256,727	-	1,751,213	2,007,940	1,682,109
Charitable activities	3	119,055	56,365	562	175,982	141,234
Other Income		-	-	-	-	260
Investments		11,082	-	-	11,082	12,098
TOTAL		386,864	56,365	1,751,775	2,195,004	1,835,701
Expenditure on:						
Charitable activities	4					
Payments to representatives and projects		99,763	-	1,475,765	1,575,528	1,502,426
National and regional initiatives		207,312	17,227	35,779	260,318	248,297
Training, development and care		53,128	1,965	51,500	106,593	57,374
Events		157,615	-	-	157,615	94,312
Raising funds	4	32,550	-	-	32,550	27,456
TOTAL		550,368	19,192	1,563,044	2,132,604	1,929,865
Unrealised loss on investments	9	(2,419)	-	-	(2,419)	22,335
Net (expenditure) / Income	6	(165,923)	37,173	188,731	59,981	(71,829)
Transfers between funds	12	94,850	52,503	(147,353)	-	-
Net movement in funds		(71,073)	89,676	41,378	59,981	(71,829)
RECONCILIATION OF FUNDS						
Total funds brought forward	12	312,246	1,441,735	147,357	1,901,338	1,973,167
Total funds carried forward	12	241,173	1,531,411	188,735	1,961,319	1,901,338

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 40 to 56 form part of these financial statements.

The Navigators Limited

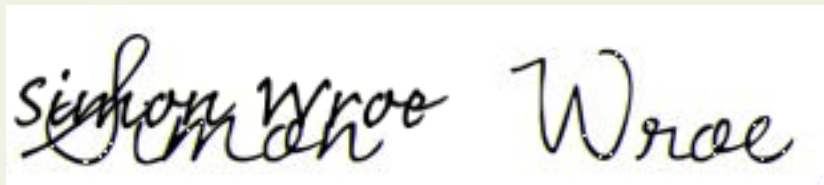
Registered in England & Wales (1099148) and Scotland (SC038484)

BALANCE SHEET AS AT 31 AUGUST 2025

		2025		2024	
	Note	£	£	£	£
TANGIBLE FIXED ASSETS	8		1,398,820		1,401,283
INVESTMENT ASSETS	9		197,663		200,082
CURRENT ASSETS					
Stock of literature and merchandise at cost		11,006		7,356	
Prepayments and debtors	10	103,372		64,183	
Savings accounts and Charity Deposit Fund		308,204		257,071	
		<u>422,582</u>		<u>328,610</u>	
CURRENT LIABILITIES					
Cash at bank and in hand		(36,142)		(9,011)	
Creditors: amounts falling due within one year	11	(21,604)		(19,626)	
		<u>(57,746)</u>		<u>(28,637)</u>	
NET CURRENT ASSETS			364,836		299,973
TOTAL NET ASSETS			<u>1,961,319</u>		<u>1,901,338</u>
STATEMENT OF FUNDS					
Restricted funds	13		188,735		147,357
Unrestricted funds					
General funds	13		241,173		312,246
Designated funds	13		1,531,411		1,441,735
TOTAL FUNDS			<u>1,961,319</u>		<u>1,901,338</u>

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 12th January 2026 and signed on their behalf by:



S. Wroe

The notes on pages 40 to 56 form part of these financial statements.

The Navigators Limited

Statement of Cash Flows for the Year ended 31 August 2025

	Note	2025 Total funds £	2024 Total funds £
OPERATIONAL CASH FLOWS			
Cash flows <i>for</i> operating activities			
Income from donations and legacies	20 (A1)	1,963,338	1,717,574
Costs of raising funds	20 (B2)	(32,550)	(27,456)
Net inflow for operating activities		1,930,788	1,690,118
 Cash flows <i>from</i> operating activities			
Income from charitable activities	20 (A2)	171,601	142,006
Costs of charitable activities	20 (B1)	(2,089,315)	(1,900,761)
Net outflow from operating activities		(1,917,714)	(1,758,755)
 Net inflow/(outflow) of operating activities		 13,074	 (68,637)
 NON-OPERATIONAL CASH FLOWS			
Investing activities			
Interest from investments	20 (C1)	10,928	12,398
Costs of purchasing fixed assets	20 (C2)	-	(2,200)
Sale of fixed asset	20 (C3)	-	1,559
Net (outflow) / inflow from investing activities		10,928	11,757
 Net cash (outflow) / inflow for year	 20, 21 & 22	 24,002	 (56,880)

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 40 to 56 form part of these financial statements.

Notes to the Accounts for the Year Ended 31 August 2025

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.

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.
- Income from supply of services is recognised in line with provision of the service. Income is classified as unrestricted unless there is contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.
- 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 investments with a maturity of less than one year from the end of the financial year or notice period of 95 days.

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, Grants and Legacies

	2025				2024			
	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total
	£	£	£	£	£	£	£	£
Donations and Grants	236,606	-	1,557,391	1,793,997	113,033	-	1,369,121	1,482,154
Legacies	5,000	-	-	5,000	(2,606)	-	-	(2,606)
Tax refunds	15,121	-	193,822	208,943	9,568	-	192,993	202,561
	<u>256,727</u>	<u>-</u>	<u>1,751,213</u>	<u>2,007,940</u>	<u>119,995</u>	<u>-</u>	<u>1,562,114</u>	<u>1,682,109</u>

3. Income from Charitable Activities

	2025				2024			
	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total	Unrestricted general funds	Unrestricted designated funds	Restricted funds	Total
	£	£	£	£	£	£	£	£
Administration subscriptions	6,308	-	-	6,308	6,867	-	-	6,867
National and regional initiatives	14,323	56,365	-	70,688	11,573	54,499	-	66,072
Training, development and care	6,769	-	-	6,769	8,150	-	-	8,150
Events and trips	73,711	-	562	74,273	43,339	-	-	43,339
Provision of Admin support to NavEurope	17,944	-	-	17,944	16,806	-	-	16,806
	<u>119,055</u>	<u>56,365</u>	<u>562</u>	<u>175,982</u>	<u>86,735</u>	<u>54,499</u>	<u>-</u>	<u>141,234</u>

4. Expenditure on Charitable Activities and Raising Funds

	2025			2024		
	Direct costs	Central support costs	Total	Direct costs	Central support costs	Total
	£	£	£	£	£	£
Charitable activities						
Payments to representatives & projects	1,496,678	78,850	1,575,528	1,432,471	69,955	1,502,426
National and regional initiatives	101,320	158,998	260,318	101,546	146,751	248,297
Training, development and care	74,870	31,723	106,593	30,154	27,220	57,374
Events and trips	101,526	56,089	157,615	59,637	34,675	94,312
Raising funds	3,992	28,558	32,550	4,649	22,807	27,456
	<u>1,778,386</u>	<u>354,218</u>	<u>2,132,604</u>	<u>1,628,457</u>	<u>301,408</u>	<u>1,929,865</u>

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 £17,944 (2024 £16,806).

Within payments to representatives & projects (direct costs), institutional grants of £46,840 (2024: £35,208) were paid to Navigator projects in UK, Africa and North America. The remaining payments of £1,449,838 (2024: £1,397,263) consisted of grants to individuals.

5. Central Support Costs

	2025 £	2024 £
Costs relating to staff	234,901	193,352
Costs relating to premises	42,404	25,943
Administration, communications and other charity running costs	59,671	66,006
Costs relating to governance	17,242	16,107
	354,218	301,408

Due to the changing pattern of use of the charity's office in Stirling, expenditure of £16,236 has been classified this year as a central support cost relating to premises. In 2024 the equivalent figure of £16,979 was treated as a direct cost of National and Regional Initiatives.

6. Net Income before Transfers

This is stated after charging:

	2025 £	2024 £
Depreciation	2,463	3,120
Auditor's remuneration	12,000	9,594

7. Staff Costs and Numbers

STAFF COSTS AND NUMBERS

	2025 £	2024 £
Salaries and wages	283,396	163,799
Employer's national insurance contributions	20,044	9,345
Pension contributions	18,262	13,424
	321,702	186,568

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

The average number of employees was eleven (2024: six).

Employment benefits (including employers NICs) of £123,295 were paid to key management personnel (2024: £47,245).

In March 2025 a new member of key management personnel was employed.

In April 2025 two members of key management personnel transitioned from self-employed to employed status.

See also note 17.

8. Fixed Assets

	Equipment £	Property £	Total £
Cost			
At 1 September 2024	7,506	1,413,660	1,421,166
Disposals	-	-	-
Additions	-	-	-
At 31 August 2025	7,506	1,413,660	1,421,166
Depreciation			
At 1 September 2024	3,853	16,030	19,883
Depreciation on disposals	-	-	-
Charge for the year	1,552	911	2,463
At 31 August 2025	5,405	16,941	22,346
Net book value			
At 31 August 2025	2,101	1,396,719	1,398,820
At 31 August 2024	3,653	1,397,630	1,401,283

9. Investment Assets

	2025 £	2024 £
At 1 September	200,082	177,747
Unrealised Gain (Loss)		
CCLA Charities Ethical Investment Fund Accumulation Unit	(2,419)	22,335
At 31 August	197,663	200,082

10. Prepayments and Debtors

	2025 £	2024 £
Accrued income relating to donations, grants and legacies	84,488	39,886
Accrued income relating to charitable activities	3,939	1,225
Accrued income relating to investments	320	166
Prepayments re costs of charitable activities	14,625	22,906
	103,372	64,183

11. Creditors: Amounts Falling Due Within One Year

	2025 £	2024 £
Deferred income re income from charitable activities	382	2,049
Creditors/accruals re cost of charitable activities:		
Other creditors	9,912	7,983
Accruals	11,310	9,594
	21,604	19,626

12. Movement in Funds

Prior year comparatives are disclosed in note 19.

	Note	At 31 Aug 2024 £	Income and gains £	Expenditure and losses £	Transfers between funds £	At 31 Aug 2025 £
UNRESTRICTED FUNDS						
General Funds		312,246	386,864	(552,787)	94,850	241,173
Libby Hinton Fund (designated)	(i)	14,634	-	(1,965)	-	12,669
Fixed Assets Fund (designated)	(ii)	1,401,283	-	-	(2,463)	1,398,820
London House Fund (designated)	(iv)	25,818	56,365	(17,227)	(4,160)	60,796
Gift Income Employee Buffer (designated)	(v)	-	-	-	59,126	59,126
		<u>1,753,981</u>	<u>443,229</u>	<u>(571,979)</u>	<u>147,353</u>	<u>1,772,584</u>
RESTRICTED FUNDS						
Representative Funds	(vi)	82,771	1,607,305	(1,475,765)	(109,686)	104,625
Admin Fund	(vii)	-	13,737	-	(13,737)	-
Second Half Living	(viii)	1,731	-	-	-	1,731
Student Ministries	(ix)	-	665	-	(665)	-
Church Ministries	(x)	287	234	-	(19)	502
Other restricted gifts	(xi)	924	26,827	-	(27,031)	720
Restricted grants received	(xii)	10,523	1,500	(4,879)	(1,500)	5,644
Next Generation Fund	(xiii)	39,009	36,032	(51,500)	8,856	32,397
City and Regional Ministries	(xiv)	12,112	10,400	(4,992)	(3,571)	13,949
Alongsider Course	(xv)	-	55,075	(25,908)	-	29,167
		<u>147,357</u>	<u>1,751,775</u>	<u>(1,563,044)</u>	<u>(147,353)</u>	<u>188,735</u>
TOTAL FUNDS		<u>1,901,338</u>	<u>2,195,004</u>	<u>(2,135,023)</u>	<u>-</u>	<u>1,961,319</u>

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 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) Gift Income Employee Buffer Funds have been designated by the board to provide a reserve to meet their employment law responsibilities in relation to workers who have transitioned from self-employed to employed status.
- (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) Second Half Living is a fund to receive restricted donations for initiatives working with people in the second half of life.
- (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) Other restricted gifts represents small restricted donations for specific events or national initiatives.
- (xii) Restricted grants represents grants received for specific purposes that have not yet been entirely expended.
- (xiii) Next Generation Fund is a fund to receive restricted donations to support interns, new reps and the transition of representatives to employed status.
- (xiv) 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.
- (xv) Alongsider Course Fund holds restricted grants and gifts given to support the production of our new video resource.

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.

Employment Buffer Transfers: Transfers from unrestricted general funds to create designated buffers for gift income employees to meet employment responsibilities. Transfers from these funds to cover any deficits in employees restricted funds.

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	2025 Total
	£	£	£	£
Central Support Costs Transfer	4,159	(4,159)	-	-
Fixed Asset Transfers	2,463	(2,463)	-	-
Administration charge transfers	109,295	-	(109,295)	-
Ministry transfers	38,697	-	(38,697)	-
Employment Buffer transfers	(63,321)	59,125	4,196	-
General Fund transfers	3,557	-	(3,557)	-
	94,850	52,503	(147,353)	-

13. Analysis of Net Assets between Funds

	General funds £	Designated funds £	Restricted funds £	2025 Total £
Tangible fixed assets	-	1,398,820	-	1,398,820
Investment assets	132,591	-	65,072	197,663
Net current assets	108,582	132,591	123,663	364,836
Total net assets at 31 August 2025	241,173	1,531,411	188,735	1,961,319

	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

14. Commitments under Operating Leases

At 31 August 2025 the charitable company had future minimum lease payments under non-cancellable operating leases for each of the following periods:

	2025 £	2024 £
Within one year	24,473	7,760
Within two to five years	4,370	5,538
	28,843	13,298

Expenditure on the Statement of Financial Activities for the year ended 31 August 2025 relating to these leases was £29,035 (2024: £26,278).

15. Trustees' Remuneration

None of the trustees received any remuneration in the year (2024: £nil).

£195 travel expenses were reimbursed to one trustees (2024: £714 to two trustees).

16. Donations from Related Parties

Aggregate donations (including tax refunds) received from trustees, key management personnel and their close family members was £55,719 (2024: 34,743).

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.

The daughter of Helen Heron (a Trustee of the Charity) is a self-employed representative of the charity and the grants she received to further the purposes of the charity were £38,958 (2024: £47,734).

Philip Boydell is the National Director of The Navigators UK Limited, and is a close family member of Rosalyn Boydell who is an Assistant National Director and operated as self-employed representatives of the charity until April 2025 when they became employees (see note 7). Adam Simmonds is an Assistant National Director. Michael Spencer is an Assistant National Director and a close family member of Rebecca Spencer. All of these operate as self-employed representatives of the charity and as such grants totalling £100,821 (2024: £172,342) 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	2024 Total
	£	£	£	£
Income from:				
Donations and legacies	119,995	-	1,562,114	1,682,109
Charitable activities	86,735	54,499	-	141,234
Disposal of fixed asset	260	-	-	260
Investments	12,098	-	-	12,098
TOTAL	219,088	54,499	1,562,114	1,835,701
Expenditure on:				
Charitable activities				
Payments to representatives and projects	103,334	-	1,399,092	1,502,426
National and regional initiatives	198,754	42,334	7,209	248,297
Training, development and care	46,803	1,715	8,856	57,374
Events	94,312	-	-	94,312
Raising funds	27,456	-	-	27,456
TOTAL	470,659	44,049	1,415,157	1,929,865
Unrealised gains on investments	22,335	-	-	22,335
Net income/(expenditure)	(229,236)	10,450	146,957	(71,829)
Transfers between funds	151,276	(14,763)	(136,513)	-
Net movement in funds	(77,960)	(4,313)	10,444	(71,829)
RECONCILIATION OF FUNDS				
Total funds brought forward	390,206	1,446,048	136,913	1,973,167
Total funds carried forward	312,246	1,441,735	147,357	1,901,338

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

		At 31 Aug 2023	Income and gains	Expenditure and losses	Transfers between funds	At 31 Aug 2024
	Note	£	£	£	£	£
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
		<u>1,836,254</u>	<u>295,922</u>	<u>(514,708)</u>	<u>136,513</u>	<u>1,753,981</u>
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
		<u>136,913</u>	<u>1,562,114</u>	<u>(1,415,157)</u>	<u>(136,513)</u>	<u>147,357</u>
TOTAL FUNDS		<u>1,973,167</u>	<u>1,858,036</u>	<u>(1,929,865)</u>	<u>-</u>	<u>1,901,338</u>

(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 represent 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.

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)	-
	<u>151,276</u>	<u>(14,763)</u>	<u>(136,513)</u>	<u>-</u>

20. Reconciliation of the Statement of Financial Activities

	2025					2024
	Statement of Financial Activities	Debtors & Prepayments	Creditors & Accruals	Stock levels	Cash flow	Cash flow
	£	£	£	£	£	£
Income from donations and legacies	2,007,940					
(Increase)/decrease in debtors		(44,602)			1,963,338	1,717,574
Income from charitable activities	175,982					
(Increase)/decrease in debtors		(2,714)				
Increase/(decrease) in deferred income			(1,667)		171,601	142,006
Costs of charitable activities	(2,100,054)					
Depreciation charged	2,463					
(Increase)/decrease in prepayments		8,281				
Increase/(decrease) in creditors and accruals			3,645			
(Increase)/decrease in stocks				(3,650)	(2,089,315)	(1,900,761)
Costs of raising funds	(32,550)				(32,550)	(27,456)
Interest from investments	11,082					
(Increase)/decrease in debtors		(154)			10,928	12,398
Costs of purchasing fixed assets	-				-	(2,200)
Disposal of fixed asset					-	1,559
Balance sheet movements	64,863	(39,189)	1,978	(3,650)	24,002	(56,880)

21. Analysis of Changes in Cash and Cash Equivalents

	2025	2024	Change
	£	£	£
Savings account and CCLA	308,204	257,071	51,133
Cash at bank and in hand	(36,142)	(9,011)	(27,131)
	272,062	248,060	24,002
	2024	2023	Change
	£	£	£
Savings account	257,071	280,546	(23,475)
Cash at bank and in hand	(9,011)	24,394	(33,405)
	248,060	304,940	(56,880)

22. Prior Year Comparatives for the Reconciliation of the SOFA

	2024				
	Statement of Financial Activities	Debtors & Prepayments	Creditors & Accruals	Stock levels	Cash flow
	£	£	£	£	£
Income from donations and legacies	1,682,109				
(Increase)/decrease in debtors		35,465			1,717,574
Income from charitable activities	141,234				
(Increase)/decrease in debtors		248			
Increase/(decrease) in deferred income			524		142,006
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)
Costs of raising funds	(27,456)				(27,456)
Interest from investments	12,098				
(Increase)/decrease in debtors		300			12,398
Costs of purchasing fixed assets	(2,200)				(2,200)
Disposal of fixed asset	1,559				1,559
Balance sheet movements	(92,239)	32,711	2,912	(264)	(56,880)

23. Funds Held as Agent

The Navigators UK holds funds as agent for NavEurope (a Charitable Incorporated Organisation with registration number 1168983).

NavEurope is the regional organisation supporting Navigator work across Europe. Its charitable objectives are to advance the Christian religion in Europe and such other areas as the charity trustees may from time to time decide for the public benefit through evangelism, teaching, mentoring, training, individual personal development, the publication and distribution of related material and such other charitable means as the charity trustees may from time to time decide.

These funds are held in separate bank accounts with GB Bank and FCMB Bank (UK) within the Navigators UK's Flagstone Investment Platform and are not mixed with funds belonging to Navigators UK.

	£
As at 1st September 2024	-
Received	85,000
Interest Earned	346
As at 31st August 2025	85,346

24. Post balance sheet events disclosure

In September 2025 the trustees applied for and were granted a loan facility of £750,000, secured on the London property to pursue the strategic objectives of the charity as described on page 27 of the Trustees' Annual Report.

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