



# COWDRAY

WINTER NEWSLETTER 2018/19



## WELCOME

We reflect on 2018 as a year of unexpected extremes: from snow falling in the spring to a summer filled with endless sunny days. Whilst the sunshine was glorious and perfect for enjoying everything that Cowdray has to offer, it created challenges for a land based business with many of our enterprises suffering due to the drought conditions. However we were inspired by the commitment and dedication of our teams who worked tirelessly under difficult conditions.

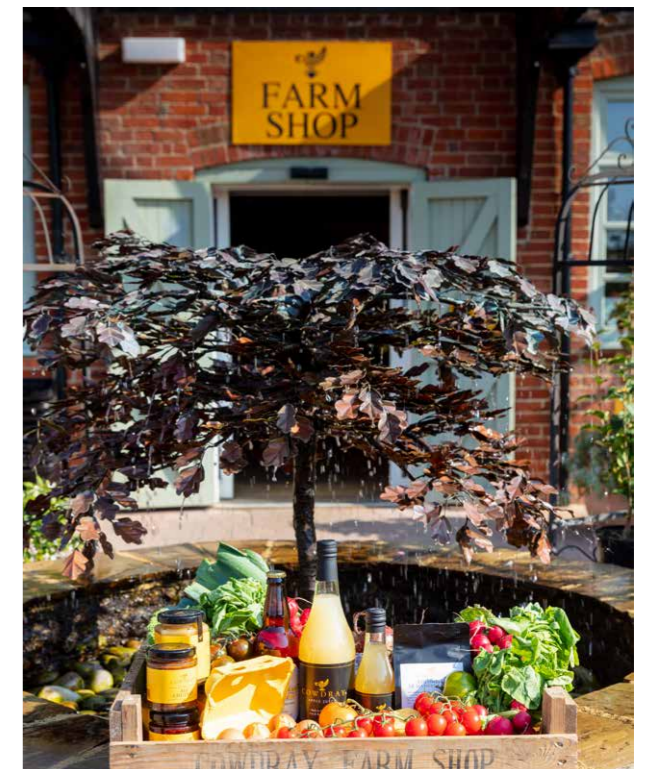
We are proud to be one of the major employers in the South Downs and within the Estate there is a diverse range of career opportunities. We continually strive to make Cowdray an attractive, fulfilling and rewarding place to work. It is key to our business that Cowdray remains a business that employees are proud to work for, and a primary objective is to provide job opportunities for people, particularly those who live locally, for many years to come.

The changing of the season brings a different feel to Cowdray but one that is no less exciting. We look forward to welcoming everyone who visits us, and we hope that you enjoy reading our newsletter which gives a brief insight into life on a busy country Estate.

**Michael and Marina Cowdray**

## COWDRAY FARM SHOP

*Quality and Taste!*



Enter Cowdray Farm Shop and your senses are immediately set alight with the colours and aromas of the glorious boxes of fruit, vegetables and flowers that greet you. Glance across to the chiller section where you will find quiches and pies made on site by Cowdray's chefs and you will barely hesitate as you pop a flavoursome, ready-made solution for lunch or supper into your basket. And why not try the new range of fresh Italian pastas that are proving popular, or take home a portion or two of locally sourced Charlie's Trout, or Brown & Forrest salmon, smoked on the Somerset Levels, that are typical of the shop's carefully selected items chosen for their exceptional quality and taste?

The butchery section offers everything that a supermarket cannot – locally sourced meats, some raised on the Estate, selected for provenance, quality and flavour, hand-cut to order and with sound advice about cooking. Eggs come from chickens raised on the Estate and their distinctive yellow boxes single them out as the freshest you can buy. Jams, pickles, preserves, cordials are all picked for taste – even the honey is produced from hives

on the Estate, the bees having access to a plentiful supply of wild flowers and heathers.

As you move on to the beautifully presented cheese counter, you will find one of the largest and most interesting selections outside of London of artisan and small-producer cheeses from the UK and Europe. Always the busiest area of the shop, customers are encouraged to sample before they buy. A tempting array of artisan breads and biscuits lies close by.

With quality and flavour the first consideration in terms of products stocked, it's not a surprise that Cowdray Farm Shop has received no less than 12 Great Taste Awards. The highest accolade has gone to Cowdray's home-made Breakfast Sausages – the only recipient of a 2\* Great Taste Award in a category receiving colossal entries. Seville Orange Bakewell Tart, created and made by Cowdray's own chefs, has also received a 2\* award. Cowdray's Chicken & Mushroom Pie is a 1\* award winner as are the scrumptious Cheese, Leek & Potato, Steak & Ale and Venison pies

along with Moroccan Parsnip & Chickpea pie - a vegetarian favourite. And let's not forget the oh-so-tempting Treacle Tart – a 1\* award winner too. Look out for other delectable items bearing the Great Taste Award accolade as you continue your shop.

Cowdray Farm Shop sources its epicurean delights from over 200 suppliers - administratively this doesn't make life easy! However, the aim of always offering the best, most flavoursome products ensures that this multiple award-winning store's reputation continues to grow and grow.

*Opposite Left: Cowdray Farm Shop & Café  
Cowdray Ale brewed on the Estate by Langham Brewery  
This page clockwise from top left:  
Great Taste 2018 Award-winning pies and breakfast sausages  
Farm Shop interior  
Cowdray eggs  
Right: Cowdray produce displayed outside the Farm Shop.*



*Top five personal choices by Esme Westcott-White, Cowdray Farm Shop Manager:  
Rollright washed rind cows' milk cheese,  
Pimhill Organic Muesli,  
Nutmeg & Hive blueberry yoghurt,  
Pump Street Sourdough and Sea Salt  
Chocolate Bar,  
Wiston Estate Blanc de Blancs, locally  
produced sparkling wine*



*Top five personal choices by Rupert Titchmarsh,  
General Manager of the Cowdray Farm Shop & Café:  
Wild Fallow Venison loin from Cowdray Estate,  
Cowdray Ale made on the Estate by Langham Brewery,  
Colston Bassett Stilton,  
Peter's Yard Sourdough Crispbreads,  
Cowdray Honey*

## A GREAT PLACE TO WORK

*We are proud to be one of the major employers in the South Downs and within the Estate there is a diverse range of career opportunities.*



Cowdray currently employs 185 permanent members of staff and more than 150 seasonal staff. Every single one of our staff members is truly valued and in return we ask for our teams to be committed, passionate and to strive for excellence. Through focusing on these values, we have built a great organisation that our staff are proud to work for.

The roles across the Estate are incredibly diverse. There are gardeners, chefs, butchers, hospitality staff and tradesmen. There is also a range of roles in accountancy, administration, marketing, forestry, estate maintenance and event management - and many more. However, despite the different job functions, there is a collective endeavour to ensure we all work as 'One Cowdray'.

### But what makes Cowdray such a great place to work?

Set in 16,500 acres of stunning West Sussex countryside, Cowdray is both a unique and an exciting place to work. Whether it's creating meals in our kitchens, delivering unforgettable events, or farming the land, we are passionate about delivering all we do to the highest possible standard. To achieve this, we invest in our staff and every individual is valued for the contribution they make.

Our staff are supported by an enlightened and empowering approach to management to ensure that within every department there is a strong and committed team. Staff are able to enjoy and benefit from the Estate by way of regular leisure and cultural activities together with an encompassing wellbeing programme.

*Opposite: All staff photo, summer 2018  
Clockwise from top right: Pastry Chef, Stefano Cerea,  
Apprentice electrician, Harry Potts  
Chefs and front of house team from the Café  
Staff Wellbeing Bike Ride  
Calf Rearer, Lucy Partridge  
Events team members, Amber De Savary and Suzie Peckham  
Forester, Wesley Clue*



The figures speak for themselves with our biennial staff engagement survey showing a 98% level of satisfaction throughout the business - a fact that we are very proud of.

However, we don't rest on our laurels and embrace the ambition that employers should provide an on-going commitment to career-long learning. At Cowdray, there are apprenticeship programmes, internal promotions and support towards acquiring further job-specific professional qualifications.

**If you are interested to learn more about being part of the Cowdray team, please visit our website: [www.cowdray.co.uk](http://www.cowdray.co.uk)**





# COWDRAY HALL

*Cowdray's Centre for Wellbeing*

Wellbeing is integral to Cowdray's ethos and values. Its importance to the Estate is reflected in the fact that Cowdray Hall is now a well-established centre for wellbeing. Unlike most other venues, Cowdray Hall focuses exclusively on classes, events and workshops that promote all areas of self-development. These are attended by both local groups and the wider community.

Within the centre there is a spacious main room as well as a welcoming entrance hall, a non-denominational chapel, a meeting room and a fully-equipped kitchen. A comprehensive refurbishment has recently been undertaken which saw redecoration and modernisation throughout all the rooms creating light, fresh and multi-functional spaces. The generous main hall is particularly suited to larger events. A diverse range of weekend retreats and workshops focus on all areas of self-development which truly help to build a healthy body and mind. Celebrated yoga and mindfulness teachers travel from far afield to use the spiritual venue. Accommodation for visitors can be arranged at Cowdray's nearby Golf Lodge, which provides bed and breakfast, or at the well-appointed self-catering holiday cottages at Benbow Pond. Lunch can also be taken at the Cowdray Farm Shop & Café or there is also the option to take away healthy homemade food and juices.

Cowdray Hall offers a diverse range of weekly classes. The chapel provides a tranquil environment for chanting, mindfulness, Tai Chi, qigong and meditation. The meeting room, also freshly decorated in soothing neutral tones, offers an additional space where classes such as Pilates and yoga can simultaneously take place. Sessions such as Early Morning Yoga



and a free Drop-In Meditation class in the evening are included in the timetable to accommodate busy working schedules.

Alongside Cowdray Hall there are three beautifully appointed Therapy Rooms providing an accessible yet private space. A range of visiting practitioners including an osteopath, nutritional therapist, clinical psychologist and acupuncturist use these rooms which are available to hire by fully qualified and insured practitioners. Two rooms are equipped with a treatment table and one larger room is suitable for one-to-one consultations or small meetings.

Cowdray is proud to have a centre specifically for wellbeing at a time when the importance of holistic health is so widely acknowledged. It is a space where visitors can relax as well as focus on wellbeing. The centre not only provides an important service within the local community, but it has also gained a well-deserved reputation as a centre of wellbeing further afield.

**Visit Cowdray's website to find out more about what Cowdray Hall and the Therapy Rooms offer at [www.cowdray.co.uk](http://www.cowdray.co.uk), email [hall@cowdray.co.uk](mailto:hall@cowdray.co.uk) or call 01730 812423.**

*Clockwise from bottom left: Yoga class in the Main Hall  
The Meeting Room set up for a Yoga lesson  
The Chapel  
Emily Stephens practicing yoga in the Main Hall*



# COWDRAY FARMS

*Kefir – produced on the Estate using Cowdray milk.*



Born in Barcelona, Susana Perez worked for 20 years as a financial analyst for a large American corporation in Spain, London and Holland before re-locating to a branch in Hampshire after marrying her English husband, Ed. A transfer to Gosport saw Susana handling the corporation's contracts with the M.o.D. By then her busy life also included two children and so Susana, with Ed's support, decided to leave corporate life and find a better work/life balance.

There are not many financial executives who would tackle 'El Camino', the pilgrim route over the mountains from France into Spain, without arranging accommodation and comfortable beds on the long walk. But Susana left St. Jean Pied de Port in France with just a knapsack on her back and a rolled-up mat to sleep on. Having agreed with Ed a two-week absence whilst he looked after the children, she did not complete the full walk to Santiago de Compostela on the Spanish side. However, without email, phone and few outside influences except the travellers she met

along the way, Susana managed to free herself from the corporate vice in which she had been trapped and come home with a plan for the future. Susana decided to invest in her own business in the health and well-being sphere. Whilst young she had ambitions to be a doctor so producing something with a medical benefit appealed to her. In Spain she had competed in judo to black belt level and the kefir that her grandmother made at home seemed to improve Susana's general health, strength and fitness for the sport. The fermented milk drink had long been used there for its health benefits but in England it was hardly known. Her product choice was cemented.

Originating in the Caucasus mountains in Western Asia, kefir has been consumed for thousands of years. It is a powerful probiotic and a source of yeast, vitamins and nutrients. It helps with digestive problems, cleanses the intestines, and has antibacterial properties contributing to a healthy immune system. It is thought to improve bone health and lower the risk of osteoporosis.

Susana has found the perfect location on the Cowdray Estate and is producing kefir from Cowdray Estate milk. The milk is pasteurised on arrival at her production unit ready for kefir cultures to be added to start the fermentation process in small 250 litre batches. Testing, bottling (in glass bottles), labelling and refrigeration all take place within her kitchens before distribution to the Cowdray Farm Shop and other outlets.

Susana believes that Cowdray's ethos of health and well-being totally resonates with her belief in the product. And her own level of fitness enables her to continue as a Level 1 judo coach for youngsters in the Chichester area.



*Main photo – Susana Perez and her daughters  
Susana & Daughters Cowdray Estate Kefir*

*Walking maps*

In partnership with Le Chameau Handmade Wellington Boots, Cowdray has produced a walking map highlighting the many miles of footpaths over the Estate and taking visitors through some of the most stunning scenery in the South Downs National Park. The reverse side of the handy, tri-fold, pocket-size map also carries interesting facts about the Estate. Maps can be picked up at the Cowdray Farm Shop & Café and Golf Club and are handily placed in the Golf Lodge accommodation and Benbow Holiday Cottages.



*Above left: Walkers at Cowdray Heritage  
Above centre: Lille-Beau Thorpe  
Lille-Beau, Ladies Club Champion 2018 receives the trophy from Margaret Curwood  
Right: The Polo Club team at the Sussex Life Awards 2018*



*A golfing star*

Cowdray Golf junior member, Lille-Beau Thorpe has graduated into the England Regional Under 18s squad at the age of just 13. She's the youngest in the team - having recently stepped up from the Under 16s. It's a huge commitment for her and her family as she will be expected to attend over 40 coaching, strength & conditioning and fitness sessions. She has already attended the World Junior Championships in the US as well as the European Championships in Scotland. Lille-Beau won the Cowdray Ladies Club Championship for the second time this year and remains the youngest ever winner in the club's history. She continues to play for the county team. She recently transferred to Seaford College for her senior education, a school with which Cowdray has close links. We wish her great success in the future.

*An award for Cowdray Park Polo Club*

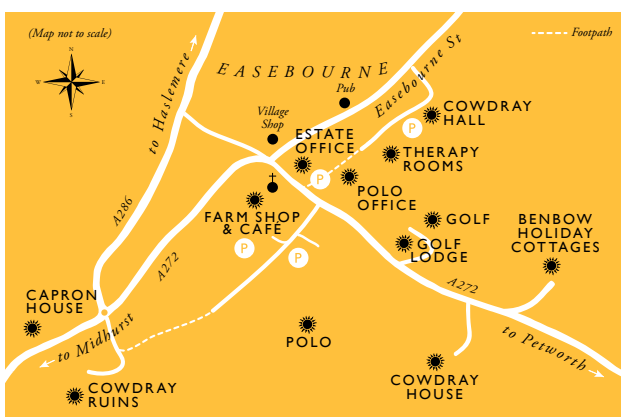
The polo club was thrilled to be chosen Best Visitor Attraction at the Celebration of Sussex Life Awards hosted by Sussex Life Magazine at the Grand Hotel, Brighton. The club has worked hard to widen the appeal of polo from a specialist sporting attraction to a truly fun day out and the 2018 King Power Gold Cup was testament to the efforts made by the club's staff to create a lively entertaining experience. Some 400 polo matches are played on Cowdray's grounds from late April to late September. To find out more visit: [www.cowdraypolo.co.uk](http://www.cowdraypolo.co.uk)



**A FINAL NOTE**

We hope that you have enjoyed the winter edition of our newsletter. The newsletter is designed to give an insight into our exciting and diverse enterprises as well as reflect key events that have taken place over recent months.

One of the main articles relates to Cowdray being a great place to work. Ensuring that Cowdray is a place that people aspire to be part of is key to the future of the Estate. We invest in our staff to ensure that every individual is valued for the contribution they make. We are proud of our team and of being able to provide employment particularly within the local community.



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