

**Town of Concord
Warner's Pond Management Committee
Charge**

Background

Warner's Pond is an approximately 59-acre impoundment (including its three islands), with approximately 20 acres of connected wetlands. Warner's Pond has been a community resource for generations but is now in a state of eutrophication and sediment accumulation. This has resulted in several undesirable conditions, including decreased water depths, widespread growths of aquatic invasive plants, and impaired recreational opportunities. Multiple efforts to improve the ecological health and recreational capacity have been undertaken over the years but conditions continue to worsen.

In February 2024, the Natural Resources Commission (NRC) established the Warner's Pond Task Force to become familiar with alternatives that have been considered and implemented to date, explore new ideas as appropriate, and recommend a course of action forward. In June 2025, the Task Force provided its recommendation to the NRC, which included three main elements:

1. Preparation and implementation of an Adaptive Management Plan.
2. Convening of a Warner's Pond Management Committee to oversee the development and implementation of the Adaptive Management Plan.
3. Cooperation and support for specific actions to enhance the recreational and historical value of the Warner's Pond system.

Purpose

The Warner's Pond Management Committee (Committee) is established to prepare and support the implementation of an Adaptive Management Plan, which aims to improve the ecological health and recreational capacity of the pond. The Committee shall be a sub-committee of the NRC and shall receive support from the Division of Natural Resources. Committee members should all be committed to preserving and protecting the pond. The Committee shall involve stakeholders, such as the Friends of Warner's Pond, the Concord Scouts, and OARS, as they develop their recommendations.

Duties and Responsibilities

1. Members shall become familiar with all aspects of the history of Warner's Pond restoration efforts, including all reports and other information available on the Warner's Pond Task Force website, to avoid duplicative efforts.
2. Building on any previously collected data, undertake clear and specific data collection for the following:
 - Water quality (e.g. dissolved oxygen, water temperature, nutrients)

- Biodiversity (e.g. inventories for fish, birds, invertebrates, plant communities), percent cover and annual duration of aquatic invasive species
 - Sediment accumulation
3. Develop a draft Adaptive Management Plan to improve measures related to water quality, biodiversity, and recreation, considering potential impacts of climate change. Said plan must include metrics to measure the success of efforts to be implemented.
 4. Present the Committee's annual findings and recommendations to the NRC no later than December 1 of each year, which may be extended at the discretion of the NRC.
 5. Provide support in implementing an Adaptive Management Plan as approved by the NRC.
 6. Review and recommend specific recreation improvements considering use of the pond for fishing, boating, skating, and nature study. Learn about and maintain an up-to-date understanding of future developments/events that could have a significant impact on the pond and Nashoba Brook (e.g., further development of Gerow Park, the MCI property, planned removal of the Talbot Mills dam on the Concord River, changes to Route 2 and resulting landscape of nearby transportation infrastructure).
 7. Stay abreast of ongoing actions to enhance the recreational values of the Warner's Pond system (e.g., Recreation Department CPA application to expand water access to Warner's Pond).

Deliverables

Submit a written report to the NRC no later than December 1 of each year that the Committee is active. The report shall provide an update of the previous year's activities with supporting data to assess the effectiveness of the implemented strategies. It shall also include a recommended prioritized list of activities, moving forward, that articulates measurable actions to improve the ecological health and recreational capacity of the pond.

Membership and Terms

The Committee shall be comprised of seven members appointed by the NRC. Committee members will be appointed for three-year terms. Terms will be staggered to ensure continuity; no more than three terms will end in any one year and members may be appointed for an additional term. It is anticipated that the Committee shall be in place for five years, which may be extended by the NRC. The NRC shall evaluate the work of the Committee on an annual basis to determine the effectiveness and ongoing need for the Committee. Members shall consist of:

1. NRC representative (1; *current or former member*)
2. Former Warner's Pond Task Force representative (1)
3. Friends of Warner's Pond representative (1)
4. At-large representatives with relevant expertise (see below) (4)

When selecting Committee members, preference will be given to Concord residents with experience, knowledge, and/or professional training in pond management; water quality;

aquatic ecology; environmental monitoring; ecological restoration; biodiversity; recreation; civil engineering; climate resiliency; and/or community history.

Other Considerations

The Committee shall elect a chair and a clerk who will be responsible for maintaining the record of the Committee’s discussion, votes, and action. The Committee will conduct its business in full conformance with the Open Meeting Law, Public Records Law, Conflict of Interest Law and other state and local rules encouraging openness and transparency in governance. Each meeting will allow adequate time for public comment. The Natural Resources Director will consult with the Town Manager to discuss the need for financial support.