

FEBRUARY 2007

final

PIPESTAVE HILL/MILL POND AREA MANAGEMENT PLAN

OVERVIEW

The 213 acres of the Pipestave Hill/Mill Pond Area south of Route 113 and the contiguous 9 acres of the Town Forest offer a diversity of areas including open land, forest, a 16 acre pond and wetlands. This area comprises the largest piece of land owned by the Town of West Newbury and is one of its most significant, enduring and treasured assets. The property has, and will continue to have, a variety of uses, both active and passive, by both the public and private sectors. The property provides important wildlife habitat and passive recreation opportunities as well as critical aesthetic and scenic values. The area will be managed to maintain the existing open vistas and forests, to protect and enhance wildlife habitat, protect the watershed and water resources, allow for limited agricultural activities, protect historical resources, maintain public access and allow specific existing uses. The current amounts and ratios of open field to forest will be held constant. Further development of groomed park-like lawns, recreational fields or landscaped areas will be limited.

This Management Plan covers the area which is subject to a Conservation Restriction held by the Essex County Greenbelt Association, Inc. Said area is defined in Exhibit B of the Restriction. The plan is divided into 8 sections to properly cover the diversity of use:

- A. GENERAL MANAGEMENT**
- B. FORESTED AND WETLAND AREAS WITH TRAILS (INCLUDING TOWN FOREST)**
- C. MILL POND AREA (INCLUDING BUILDING)**
- D. OPEN FIELDS**
- E. AGRICULTURAL FIELDS**
- F. ATHLETIC FIELDS**
- G. RIDING RINGS AND WARM-UP AREAS**
- H. ROADWAYS AND PARKING AREAS**

FEBRUARY 2007

A. GENERAL MANAGEMENT

1. PEDESTRIAN AND HIKING

Pedestrians are welcome in all fields and on all trails unless an area is specifically closed by the Mill Pond Committee or its successors (hereinafter referred to as the Mill Pond Committee) because of ground conditions or a hazard. All walkers must treat any planted crops with respect and use only the edge of the fields when planted. For safety reasons, the right of way order on any trail or field is: 1st - horses, 2nd - pedestrians, 3rd - bicyclists. Harvesting of protected wildflowers is not permitted.

2. Dog Walking Use

Dogs must be under control at all times, either leashed or under voice control. Physical restraint is required for all aggressive dogs. Dogs must be leashed in all parking areas and roadways and in designated areas according to Section C, Paragraph 9, and Section F, Paragraph 6. Dogs must not be allowed to approach other visitors unless invited to do so, and not chase or harass people, horses, wildlife or other dogs. Please keep dogs out of wetland areas to protect aquatic species. Dog feces must be removed from all designated leash areas including parking areas, roadways, picnic areas, athletic fields, waterfront areas and hiking trails.

2. HUNTING AND TRAPPING

Hunting or trapping of any kind or discharge of firearms is not allowed anywhere on the property. The only exception will be a specific hunting period for an overpopulated or diseased species by individual permit as issued by the Board of Selectmen with the approval of the Mill Pond Committee.

3. AUTOMOBILE ACCESS

Automobiles must remain on gravel roads and park in designated areas unless permission is received from the Mill Pond Committee to drive on the grass areas. The speed limit is 5 mph on all roads within the area and drivers must yield to foot, bicycle and equestrian traffic. Access by autos to the pond area itself may be restricted at certain times of the year if there are soft road conditions. The Mill Pond Committee may install gates and signs as needed to restrict access.

4. AUTOMOBILE PARKING

Autos must park in the gravel lots adjacent to the upper and lower entrances on the south side of Route 113. Parking on the grass areas is not permitted except for special occasions approved by the Mill Pond Committee. Auto parking by the pond area is in designated areas only.

5. OTHER MOTORIZED VEHICLES

ATVs, motorized dirt bikes, golf carts and motorized scooters are not allowed in any part of the area. Snowmobiles are allowed only on specific marked trails and only when there is a minimum of 4" of snow on the ground. Snowmobiles are not allowed on the surface of Mill Pond. Snowmobiles must be registered. Tractors, mowers and other farm equipment are allowed as needed for property maintenance or to farm agricultural fields in accordance with the provisions of Sections E and H. Any other heavy equipment may be allowed with approval of the Mill Pond Committee. For boat restrictions see Section C, Paragraph 8.

FEBRUARY 2007

6. NON-MOTORIZED VEHICLES

Bicycles are permitted but access may be limited if conditions are soft as determined by the Mill Pond Committee. Non-motorized vehicles must yield to foot and equestrian traffic. Signage will notify cyclists if the area is temporarily closed to bicycles.

7. EQUESTRIAN USE

Equestrians are welcome on open fields (see Section D) and on trails unless an area is specifically closed by the Mill Pond Committee or the supervising equestrian organization approved by the Mill Pond Committee because of ground conditions or a hazard. Equestrians are to use only the edge of any planted field and are not to go on areas that are soft. Horses are not allowed on any agricultural or athletic field other than as specified above. Signs are to be posted by Mill Pond Committee or the supervising equestrian organization when the cross-country course (jumps in fields) is closed. Trailers should be parked in the gravel parking lots only. Trailers are not to be cleaned out on the property, nor is hay or manure to be left on the parking areas or roadways. Organized equestrian activities are permitted with approval of the Mill Pond Committee, who will set fees, organize scheduling and establish rules in conjunction with the supervising equestrian organization. Ground conditions may limit uses to particular times of year as determined by the approved supervising equestrian organization. For requirements concerning the equestrian riding rings and warm-up areas refer to Section G, and for the use of jumps see Section D, Paragraph 4. Horse manure must be removed from all parking areas, roadways, waterfront areas and hiking trails.

8. SIGNAGE

Entrance, directional and educational signs may be placed as needed on the property. These signs are to be kept to a minimum and must be approved by the Mill Pond Committee as to size, design, content and location prior to placement. The trails may also be marked with small signs for direction, again with the prior approval of the Mill Pond Committee.

9. USE OF THE AREA BY OUTSIDE ORGANIZATIONS

All uses of the area other than for non-organized uses permitted in the Conservation Restriction, or athletic activities on the Athletic Fields must have prior approval from the Mill Pond Committee. The Committee is responsible for approving activities, setting fees, setting rules for activities, scheduling activities to avoid conflicts and ensuring that the activity is appropriate for ground conditions at the particular time of year. The Parks and Recreation Commission are responsible for the scheduling of activities on the athletic fields as specified in Section F, Paragraph 4. The building at the Mill Pond area and equestrian riding rings may be rented with prior approval for limited activities (refer to Section C, Paragraph 12; Section G paragraph 4 and 5). Rental forms to request use are available at the Town Clerk's Office and must be completed, submitted and approved by the Board of Selectmen prior to use.

10. CAMPING

Individual camping is not allowed. Camping by organizational groups is allowed only by approval from the Mill Pond Committee who is responsible for the rules of use. A waste

FEBRUARY 2007

control/management plan must be submitted to and approved by the Mill Pond Committee prior to use.

11. FIRES

No fires are allowed without permission from the Mill Pond Committee followed by a permit from the West Newbury Fire Department and then only in areas designated by the Fire Department and/or the Mill Pond Committee. Fires may not be left unattended, and the fire must be fully extinguished and the area restored before leaving.

12. PICNICKING

Picnicking is allowed on the property. All refuse must be removed from the property or placed in barrels if available.

13. OTHER PROHIBITED ACTIVITIES

The use of any weapons, paint guns or bows and arrows for any purpose is strictly prohibited.

14. HOURS OF USE

The area is open from dawn to dusk every day. The gates at the lower entrance may be locked by the Mill Pond Committee or the West Newbury Police Department if necessary to prevent access in the evening hours or because of hazardous conditions. The West Newbury Police Department has the authority to patrol the roadways at any hour. The quiet period is from 9 PM to 8 AM daily for permitted evening uses (refer to Section C, Paragraphs 12 and 16).

15. PROCEDURES FOR APPROVALS AND ARBITRATION

Throughout this Management Plan, particular committees and organizations are specified as having responsibilities and control over different aspects of management. These committees/organizations will not unreasonably withhold approval as long as the proposed action meets the terms and conditions of this Management Plan and the Conservation Restriction. Except where some other procedure is provided by law, should a disagreement arise between two committees or organizations or between a committee or organization and a private party, the Selectmen shall act as arbitrators. Should the Selectman be a party to any dispute, an independent arbitrator acceptable to all parties will resolve the dispute.

16. REVIEW AND AMENDMENT OF MANAGEMENT PLAN

All organizational groups and committees of the Grantor involved in this Management Plan or the Conservation Restriction will submit implementation plans for the year to be reviewed at an annual meeting. All organizational groups and committees of the Grantor involved in this Management Plan or the Conservation Restriction will meet at least every two (2) years to review and amend the plan as needed. Any change to the Management Plan must be consistent with the terms and conditions of the Conservation Restriction. The Management Plan may be amended as needed, by a two-thirds (2/3rds) vote of the Board of Selectmen, Mill Pond Committee, the Parks and Recreation Commission, the Conservation Commission, and any other board, committee, group and/or organization recognized by the Grantor as charged with effectuating this Management Plan or the Conservation Restriction. Each board, committee, organization or group will have one vote. The Grantee must approve any change to the Management plan before it goes into effect. The approval of the Grantee shall not be unreasonably withheld.

B. FORESTED AND WETLAND AREAS

1. DESCRIPTION OF FORESTED AREAS

Forested areas have an enclosed canopy of native hardwood and softwood trees, often with some growth of understory shrubs and woody vines. The forested areas also include the Town Forest, which is adjacent to the Mill Pond/Pipestave Hill area and is also owned by the Town of West Newbury (refer to Exhibits B and D). Forest will be maintained primarily for wildlife habitat with minimal disturbance except as necessary to maintain or improve trails, reduce fire hazards and remove or contain non-native invasive species.

2. FOREST MANAGEMENT PLAN

The forested areas will be managed only in accordance with a forest management plan developed by a professional forest manager, adopted by the Mill Pond Committee and incorporated into this Management Plan. A long term program of removal and containment of non-native invasive species around wetlands will be developed by the Mill Pond Committee in conjunction with the Conservation Commission in accordance with existing state and federal law.

3. DESCRIPTION OF WETLAND AREAS

Wetlands include ponds, lakes, rivers, streams and areas of bordering wetlands vegetation associated with them. They include various areas, including bogs, swamps, wet meadows, marshes, where water is at or near the surface for a significant part of the growing season and supports particular types of vegetation. They also include vernal pools (depressions which generally hold water for two months in spring or summer and are breeding habitat for certain amphibians and invertebrates). Among other things, wetlands contribute to the protection of public and private water supply and groundwater supply, flood control, the prevention of storm damage and pollution, and the protection of fisheries and wildlife habitat. Natural succession will be allowed to continue without interruption. Active management may include the removal or control of non-native invasive species and action to mitigate siltation from trails and nutrient loading, with prior approval from the Conservation Commission.

4. MAINTENANCE OF WETLAND AREAS

Native wetland vegetation will be left undisturbed except for authorized removal of non-native invasive species. Wetland vegetation may become threatened by siltation from trails or agricultural activities as well as by invasion of non-native species and these processes may require authorized remedial action. Wetlands will be protected from siltation and trampling by growth of vegetated borders. Any proposed work in a wetlands resource area or within approximately 100 feet (30m) of wetlands will require permitting through the Conservation Commission.

FEBRUARY 2007

5. TRAILS

All existing trails are to be maintained in their present condition and/or improved only under the supervision of the Mill Pond Committee. New trails may be cut under their authorization only. Maintenance includes removal of branches, brush, trees and rocks as needed to keep the trail clear for all trail users. Excess natural materials from Mill Pond/Pipestave Hill trail maintenance activities may be placed in woods adjacent to trails. Improvements may include the construction and maintenance of small bridges and walkways as needed over wet areas with the prior approval of the Conservation Commission. All bridges and walkways are to be constructed to allow equestrians to use them or to pass around them. Trail signage is permitted under the supervision of the Mill Pond Committee. A trail map will be available at strategic entrance points to the trails as determined by the Mill Pond Committee.

FEBRUARY 2007

C. MILL POND AREA

See also Section A as many of the policies for the General Management apply here also.

1. DESCRIPTION OF THE MILL POND AREA

The Mill Pond Area is the area of the 16 acre pond itself and the adjacent open areas which include a picnic area, grassy areas, sediment basins for the pond and a small building. The Mill Pond is a man-made pond and was dredged in 2000 to improve its depth and maintain it as a functioning pond rather than allowing it to become a vegetative wetland. Two maintainable sediment forebays control the amount of sediment that enters the pond from its two main sources (see Paragraph 4 below).

2. DAM INSPECTION, MAINTENANCE AND REPAIR

The Department of Public Works is responsible for the inspection, maintenance, repair or replacement if needed of the Mill Pond Dam. The dam was replaced in 1996 and has removable stops to control the flow of water out of the pond. The control of the water level is the responsibility of the Department of Public Works in consultation with and prior approval of the Mill Pond Committee and Conservation Committee.

3. WATER AND FISH MANAGEMENT PLAN

The Mill Pond Committee is responsible for establishing and carrying out a water quality testing and management program and has the authority under the supervision of the proper state and local authorities to mitigate problems found. Stocking and fish management activities will be undertaken by the Mill Pond Committee in consultation with the State Division of Fisheries and Wildlife.

4. POND AND POND PERIMETER MAINTENANCE

The pond will continue to require regular maintenance to maintain its vitality. The sediment forebays will require periodic cleanouts, which is best accomplished in the summer months when the conditions are the driest. The Mill Pond Committee is responsible for this work in consultation with the Conservation Commission. The Mill Pond Committee is responsible for maintaining the quality of the pond and its surrounding area including possible dredging. The Committee is also responsible for controlling and/or eradicating invasive plant or animal species in or around the pond as allowed by law. The Department of Public Works will repair roads, culverts and bridges.

5. MAINTAINING MOWED AREAS

The Mill Pond Committee will maintain the grassy areas at a height that allows public use. The Committee may ask the Department of Public Works or may hire or appoint private parties to perform the mowing and/or other work needed, but only under their direct supervision. Tractors and other farm equipment are allowed as needed for property maintenance, but are subject to policies stated in Section H, Paragraph 6.

6. BEAVER/BEAVER DAM REMOVAL

The removal of beavers and/or their dams to allow the pond to flow properly is permitted as allowed by law.

FEBRUARY 2007

7. ALLOWABLE ACTIVITIES

The following activities are welcomed in and around the pond area: walking, jogging, dog walking, birding, wildlife observation, bicycling, picnicking, skating, sledding, cross-country skiing, snowshoeing, boating, fishing, and equestrian use on paths only. Refer to Section A for more details. Boats with gas motors, swimming and individual camping are not allowed.

8. BOATING

Non-motorized vessels are permitted on the Mill Pond. Gas motors of any kind are not allowed on boats; electric trolling motors are permitted. Boats driven in must be launched and removed from the pond only at the boat launch area in front of the Mill Pond building. Residents of homes directly abutting the pond may launch their boats from the water frontage abutting their property. Vessels may not be left unattended.

9. DOGS

All dogs must be leashed in all parking areas, roadways, picnic areas, dock, and boat ramp/launch area and in and around the Mill Pond Building. Please pick up after your dog in all areas. Dogs must not be allowed to approach other visitors unless invited to do so, and not chase or harass people, horses, wildlife or other dogs. Please keep dogs out of wetland areas to protect aquatic species. Dog owners are prohibited from wading or swimming their dogs in the pond in the boat ramp area adjacent to the dock. Dogs shall not be washed or bathed in the pond.

10. HORSES

Do not leave any manure or hay in the parking areas. Manure must be removed from the waterfront/dock area, roadways, picnic areas, trails, and around the Mill Pond Building. Horses owners are prohibited from wading or swimming their horses in the pond in the boat ramp area adjacent to the dock. Horses shall not be washed or bathed in the pond.

11. DOCK

The dock is intended for use by the general public. The Mill Pond Committee is responsible for its maintenance, and removing and installing it seasonally if needed. The Department of Public Works will assist upon request.

12. BUILDING RULES AND MAINTENANCE

The Mill Pond building is a wooden structure adjacent to the pond. It contains one large room with a woodstove, two bathrooms, a kitchen, a septic system and a wraparound porch. The maintenance of the building and utilities are the responsibility of the Department of Public Works. The building may be used for a specific function by permit from the Mill Pond Committee, who sets fees for use and updates the rules in this paragraph as needed. There is no smoking in the building or on the porches. No alcohol is permitted within the building without permission from the Town of West Newbury. Pellet stove use is only allowed with permission of the Mill Pond Committee and it must be completely cooled prior to departure. A security deposit may be requested prior to use. The building must be left in its original condition after use or the security deposit may be forfeited. Quiet time is from 9 PM to 8 AM and sound carries over the water, so users are required to refrain from loud music at any time.

FEBRUARY 2007

13. PICNIC AREA AND TRASH

Picnic tables and benches are available at the edge of the pond for public use. All users are required to clean the area when they are finished and are encouraged to remove their own trash rather than use the trash barrels as even the short-term presence of refuse attracts wild animals. Trash barrels are currently supplied at the picnic area in the summer season. The Mill Pond Committee will determine if their continued use is reasonable and is responsible for their upkeep. The Department of Public Works is responsible for maintaining both the picnic area and the trash barrels.

14. PARKING

Parking is in designated parking areas only and not on grass areas. If the road leading to the Mill Pond is closed due to soft conditions, users may park in the designated gravel area near the entrance and walk down. Vehicles are never allowed beyond the gate past the pond. For more information, refer to Sections A and H.

15. FIRES

Fires are only allowed according to the policies of Section A, Paragraph 11.

16. WITHDRAWAL OF WATER

No water shall be withdrawn from the Mill Pond or its tributaries in excess of 10 gallons without prior permission from the Mill Pond Committee.

D. OPEN FIELDS

1. DESCRIPTION OF OPEN FIELDS

Open Fields are non-agricultural and non-athletic fields currently naturally growing a mix of native grasses, wildflowers and other vegetation with existing mowed paths in them. They are home and nesting habitat for many species of grassland and migrating birds, including grouse, bobwhites and bobolinks, and are the habitat for many small mammals, insects and a substantial number of rare butterflies. There are currently two Open Fields on the property; the Middle Field and the Lower Field (refer to Exhibit B). If any of the Agricultural Fields are no longer used for that purpose, they would then automatically come into this category, subject to exceptions listed in Section E, Paragraph 1. If an Agricultural Field has become an Open Field for any period of time, it may also revert back to an Agricultural Field, in accordance with the provisions in Section E. The fields will be delineated with permanent markers and may not be enlarged. The field borders may be trimmed and trees and brush cut as needed to maintain the current size.

2. PLANTING AND ANNUAL MOWING GUIDELINES

These fields are currently naturally growing a mix of native grasses, wildflowers and other vegetation. If planting is needed at any time to repair an area, the selection of seed must include materials that are similar to the existing mix and conducive to continuing habitat for butterflies, birds and small mammals. A complete mowing of these fields will occur each fall to prevent the fields from becoming overgrown. The Mill Pond Committee is responsible for mowing, but it may make arrangements for another party to perform the work.

3. PATHS

There are currently paths ranging from 10' to 25' wide in both the Middle and Lower fields. Since these fields are only fully mowed in the fall, paths are mowed at other times to allow walking and equestrian access (see Paragraph 4 below) to these fields. The supervising equestrian organization is responsible for maintaining paths used for equestrian activities. Paths will be mowed to keep the grass at a height of 8" or less at all times. If there is no supervising equestrian authority, the Mill Pond Committee will assume responsibility. The Mill Pond Committee may ask the Department of Public Works or may hire or appoint private parties to perform the mowing and/or other work needed, but only under their direct supervision.

4. EQUESTRIAN USE

Riding is permitted in all Open Fields subject to restrictions listed in Section A, Paragraph 7. The open fields currently have equestrian jumps in them. This use is permitted to continue and maintenance of these jumps and the footing around them is the responsibility of the approved supervising equestrian organization. This organization may add or remove jumps, or change paths in the Middle Field as needed. They may add or remove jumps, or change paths in the Lower Field with prior approval from the Mill Pond Committee. The supervising equestrian organization may also plant shrubs around these jumps and is responsible for their maintenance. This organization will bear the financial and physical responsibility for all these activities. The supervising equestrian organization will submit a plan for improvements to the Mill Pond Committee for its review at the beginning of each season.

E. AGRICULTURAL FIELDS

1. DESCRIPTION OF FIELDS

There is currently one agricultural field on the property, the Back Field, which is currently in hay (refer to map). If any of the Back Field is no longer used for that purpose, then it would then come into the category of an Open Field and be subject to the policies of Section D. These fields may also revert back to Agricultural Fields if they have become Open Fields for any period of time, in accordance with the provisions of this Section. The fields will be delineated with permanent markers and they may not be enlarged or reduced. The field borders may be trimmed and trees and brush cut as needed to maintain the current size. The path and equestrian jumps on the border of the Back Field will remain undisturbed.

2. LEASE PROCEDURES

The agricultural fields may be leased to qualified farmers only for the specific purposes stated below. Lessee(s) will be subject to the policies stated in the entire Management Plan. To receive approval, the Lessee(s) must submit an Agricultural Plan for farming the field(s) consistent with the policies stated in this Plan (see Paragraph 3 below). The lease must be in writing and contain a specific lease term, a description of the field(s) to be leased, renewal policies, termination procedures, fees, and must incorporate the policies listed in this Management Plan. The lease must incorporate the Lessee's approved agricultural plan. Lessee(s) will be selected by the Selectmen after consulting with the Mill Pond Committee. The Lessee(s) will also submit a Certificate of Liability Insurance, in an amount determined by the Selectmen. The lease will be signed by the Selectmen and the chair of the Mill Pond Committee. Any substantial deviation from the terms of the lease and the approved Agricultural Plan without prior approval of the Lessor may be grounds for termination of the lease.

3. AGRICULTURAL MANAGEMENT PLAN AND PRACTICES

The Agricultural Plan submitted by the Lessee(s) must comply with the following criteria: a) to protect the watershed area and the Mill Pond, all agricultural fields must be farmed in accordance with best management practices as specified by the Natural Resources Conservation Service; b) in order to control run-off and siltation into the watershed and pond, allowable crops are those that have extensive root systems and do not allow the soil or roots to remain exposed. They include the following crops and other specifically approved, in writing, by written permission of the Mill Pond Committee and the Selectmen:

- Grass crops such as timothy and grass hays intended for harvesting that would allow the root systems to remain after harvesting.
- Legume crops such as alfalfa that would allow the root systems to remain after harvesting.

A plan for fertilization and pesticide use must be submitted in writing to and approved by the Mill Pond Committee and the Selectmen. Grading of the fields and any drainage systems around them must minimize siltation and run-off into the watershed area, adjoining trails and the pond.

FEBRUARY 2007

4. ACCESS

The Lessee(s) will have access to the field(s) during the normal open hours of the area (from dawn to dusk) every day, with the exception of days when specific events are scheduled that would cause a conflict of use. The Mill Pond Committee will submit a list of known dates (which are generally weekend dates) to the Lessee by April 1st, and supplemental dates will be submitted as soon as known. Farming equipment is permitted access to all roadways and parking areas, with the restrictions as listed in Section H, Paragraph 6, and roadways may be closed by the Mill Pond Committee if conditions are such that use would damage the roadways. The Committee will notify the Lessee(s) if roadways are closed. The perimeter of all agricultural fields must be maintained in a condition to allow reasonable foot and equestrian access at all times.

05. LIVESTOCK

Livestock grazing may be carried out on agricultural lands only with the approval of the Mill Pond Committee, the Selectmen, the Animal Control Officer and where appropriate, the Conservation Commission. A specific plan detailing the species, quantity, fencing, rotation, schedule, water access, storage requirements and manure management must be submitted for approval to all of the above. The purpose of allowing grazing is to maintain open land and to continue the agricultural tradition of farm lands. Land will be available for grazing only on a rotational basis and will be managed to enhance vegetation species diversity, minimize soil compacting and erosion, and control woody vines and shrubs in fields and meadow borders.

F. ATHLETIC FIELDS

1. DESCRIPTION OF ATHLETIC FIELDS

The existing athletic fields are located in the eastern section of the Side Field and consist of one soccer field partially overlaid by one Babe Ruth baseball field including a backstop and three general purpose fields (refer to Exhibits B and C). These fields will not have any additional permanent structures such as backstops or concession stands. Gravel roadways and parking areas have been added for safety and handicapped access, but must be kept to a minimum (refer to Section H). All existing and additional fields must have a pedestrian and equestrian access around the outside perimeter of the fields. This access must be at least 20' wide and made of gravel or grass with a firm base. The drainage of the athletic fields must not compromise the quality of these paths. Repair or renovation of any field must have a drainage plan designed to minimize impact on the watershed.

2. PROTECTION OF WATERSHED

To protect the watershed area, a Turf Management Plan will be developed by a professional turf management engineer, and will specify surface medium, seed type, and installation procedures. It will also provide a long term plan of mowing and maintenance procedures as well as fertilizer, pesticide and irrigation use specifying types, quantities, timing and other best management practices to protect the watershed. This professional plan will be submitted to and must be approved by both the Parks and Recreation Commission and the Mill Pond Committee. The Department of Public Works bears the financial and physical responsibility of implementation of this Plan only as it applies to athletic fields.

3. MAINTENANCE AND IMPROVEMENT OF ATHLETIC FIELDS

The maintenance and improvement of existing or future athletic fields, including adherence to the Turf Management Plan, is the financial and physical responsibility of the Department of Public Works. The Department of Public Works may hire or appoint private parties to perform work needed, but only under its direct supervision. This includes mowing, fertilizing, irrigation (if applicable) and repairs of the athletic fields and the grass areas around them; and maintenance and repair of the existing backstop. An annual maintenance and improvement plan must be submitted to the Selectmen and the Mill Pond Committee at the beginning of each season for their review and must comply with the policies stated in the entire Conservation Restriction and this Management Plan.

4. MANAGEMENT AND SCHEDULING OF USE OF ATHLETIC FIELDS

The management and scheduling of use of existing or future athletic fields is the responsibility of the Parks and Recreation Committee. The Parks and Recreation Committee may hire or appoint private parties to accomplish this, but only under its direct supervision. This includes the scheduling of games and practices in a manner which minimizes the traffic impact. A copy of the season's schedule must be submitted in advance to the Mill Pond Committee for its reference and to minimize other possible conflicts.

FEBRUARY 2007

5. TRASH DISPOSAL AND PORTABLE TOILETS

The Department of Public Works is responsible for trash collection and removal for the Athletic Field area, including the surrounding perimeter and natural seating areas. Portable toilets may be used under the jurisdiction of the Parks and Recreation Committee during the playing season, but must be pumped regularly and sited in a location approved by the Mill Pond Committee and the Board of Health. Recycling is to be encouraged.

6. DOGS

All dogs must be leashed in all parking areas, roadways, and on and around the athletic fields. Please pick up after your dog in all areas. Dogs must not be allowed to approach other visitors unless invited to do so, and not chase or harass people, horses, wildlife or other dogs.

G. RIDING RINGS AND WARM-UP AREAS

Other equestrian facilities and uses are also described in Section A, Paragraph 7 and Section D, Paragraph 4.

1. DESCRIPTION OF RIDING RINGS, WARM-UP AREAS AND EQUESTRIAN FACILITIES

The two existing riding rings, approximately 120' x 220' each, both bounded with vinyl or wood fencing, with two adjacent grass warm-up areas are in the Top Field (refer to Exhibit B) and may be used by the equestrian public during the open hours of the area. Warm-up areas are flat, well-drained grassy areas of approximately 100' x 200' in the vicinity of the rings for use during events for preparation to enter the competition. The Top Field also contains permanent jumps and trails connecting to the Middle, Lower and Side Fields. If the rings are no longer used for equestrian purposes as described in Paragraph 4 below, then the area comes into the category of Open Fields. These fields may also revert back to equestrian use if they have become Open Fields for any period of time, in accordance with the provisions of this Section.

2. MAINTENANCE OF RIDING RINGS

The approved equestrian supervising organization is financially and physically responsible for the maintenance and upkeep of the fencing and footing in the rings. An annual maintenance and improvement plan must be submitted to the Selectmen and the Mill Pond Committee at the beginning of each season for their review and must comply with the policies stated in the entire Conservation Restriction and this Management Plan.

3. MOWING OF AREA

The Department of Public Works is responsible for mowing the Top Field, warm-up areas and adjacent to the rings, but it may make arrangements for another private party to perform the work. They may hire or appoint private parties to perform work needed, but only under their direct supervision. The approved equestrian organization may perform additional mowing in consultation with the Department of Public Works and/or the Mill Pond Committee. Mowing will begin in the spring when the conditions are firm enough and continue until the last equestrian event in October. The area will be mowed to keep the grass at a height of 8" or less at all times and the spring cut may be harvested.

4. ALLOWABLE ACTIVITIES

Equestrian uses permitted are riding in the rings, fields and trails (refer to Section A, Paragraph 7; Section D, Paragraph 4), carriage driving, jumping (when fields are not posted closed), trail riding. Areas may be closed because of soft conditions and equestrians must observe all posted restrictions. Specific equestrian events may be run in accordance with Paragraph 5 below. No overnight camping with horses is permitted.

FEBRUARY 2007

5. EVENTS

Any equestrian organization may submit a request to run an event (for example: horse show, gymkhana, combined test, three phase) specifying the date, nature of the event and which of the equestrian facilities are desired, and plans for food service, portable toilets, parking and trash management to the Mill Pond Committee. After consultation with the supervising equestrian organization, the Mill Pond Committee will determine whether and under what conditions an event will be held and what fees will be charged according to section A, Paragraph 9. The sponsoring organization is responsible for all pre-event set-up, and post event clean-up including all trash removal and removal of all manure and hay from roadways and parking areas.

6. ROADWAYS AND TRAILER PARKING

Roadway use and parking use will be done in accordance with Section A, Paragraph 7. With prior approval of the Mill Pond Committee, event parking may be extended to specified grass areas.

H. PARKING AND ROADWAYS

Refer to Section A. General Management for vehicle restrictions, etc.

1. DIRT OR GRAVEL ROADWAY/PARKING AREA MAINTENANCE

All roadways and parking areas are to be surfaced with appropriate dirt or gravel to minimize mud, dust and erosion. Drainage systems may be employed to minimize erosion. All roadways and parking areas are to be regraded and/or filled at regular intervals by the Department of Public Works to maintain as smooth a road/parking surface as possible.

2. LIMITING ROADWAYS AND PARKING AREAS

Existing roadways and parking areas are to remain but additional roadways and parking areas are not permitted, with the exception of the possible creation of a small parking area in the pond area and as allowed in Section A and Section F, Paragraph 1.

3. PAVING OR OILING OF ROADWAYS AND PARKING AREAS

Roadways and parking areas are not to be paved except within 100 feet of Route 113 entrances. The use of petroleum-based products on the roadways and parking areas are prohibited.

4. PLOWING

All roadways and parking areas are to be plowed by the Department of Public Works at the request of the Mill Pond Committee who will decide which roads should be plowed for the winter. To protect the watershed and the pond, the use of salt or sand/salt mixtures is prohibited.

5. CREATION OF TEMPORARY ROADS AND/OR PARKING AREAS

Temporary gravel roads may be created with permission of the Mill Pond Committee for periodic pond maintenance or dredging, or forest management. All roads created must be returned to their original condition after the completion of the project.

6. ROADWAYS USED BY AGRICULTURAL EQUIPMENT

Persons leasing any part of the area for agricultural use may drive the necessary equipment on the gravel or dirt roads. If the equipment causes damage to the roadways or parking areas, it is the Lessees' responsibility to repair the roadway to the satisfaction of the Mill Pond Committee (refer to Section E).