



Madison Nordic Ski Club

Juniors Handbook:
DEVO Training Group
&
COMP Training Group

Updated September 2025

Mission, Vision, Values

Club Mission - "Cross Country Skiing for Everyone"

Madison Nordic Ski Club seeks to instill a love of skiing that can span a lifetime and build community. Club programs promote a healthy, active outdoor lifestyle, fostering the highest standards of sportsmanship and competition. Through the sport of Nordic skiing we encourage athletes to become motivated, respectful, self-sufficient, educated, and positive contributors to our community and the world.

Vision for Juniors Program

- To teach the sport of Nordic skiing and racing.
- To prioritize fun.
- To provide age appropriate racing opportunities for interested skiers
- To make skiing accessible for everyone by honoring our differences in family background, gender, race, age, ability, and personal differences
- To fully support each skier's unique goals and life path.
- To recognize that some skiers are drawn to competition and some are not, and to allow both to thrive within the same team.
- To demonstrate, by our actions, the value of being honest, respectful, helpful, encouraging, kind, friendly, and sharing.
- To build community, in our community, and outside our community.
- To teach skiers how to develop goals, objectives, and supporting plans, and then how to execute the plan to achieve their goals. Plan the work and work the plan.
- To engage the community in investing in youth.
- To recognize that skiers will mature physically and emotionally at different speeds, and as a result, we will adjust their curriculum to best meet their needs.
- To focus on quality over quantity, and the personal development of the individual over the performance results of the skier.
- To always remember that it's about the kids, and to do what is in their best interests.
- To recognize a skier's outstanding performance in life (athletic, academic, or other).

Club Values

Fun: Adding outdoor adventure and play to our lives in all seasons

Inclusion: Committing to creating programming and events that are inviting and accessible to all individuals

Collaboration: We value working together in all relationships in ways that contribute to our greater Nordic community

Stewardship: Enacting thoughtful and responsible management of resources—including people, the land and financial assets entrusted to our care

Growth: Embrace challenges by creating an environment for learning, practice, leadership, and performance

Wellness: Understanding our connection to the outdoors is crucial to mental, physical and social health

Junior Program Descriptions

Madnorski Junior program has two training groups for the winter juniors program. This structure allows us to better meet the differing needs and interests of our middle school and high school skiers and provides more choice in programming. The two winter training groups are as follows:

DEVO or Development Team for Ages (10-18): Focused on fun and enjoying the outdoors in winter, DEVO teaches both skate and classic technique, building aerobic capacity, improving fitness, and incorporating elements of agility, endurance, and strength training. Athletes will participate in a supportive and engaging environment, with the option to compete in several local meets or Wisconsin Nordic Ski League race events. Two trips up North will be planned for a team bonding ski weekend—skiing the trails in the Northern woods! Practices start mid-November on Mondays and Wednesdays. Plan on two weekends per month, on average, for races/touring until the end of February.

COMP Competition Team or Nordic Race Team for Ages 14-18: COMP aims to introduce athletes to a higher level of Nordic ski training and racing. Our coaches foster a supportive and positive environment designed to help develop the skills and fitness necessary for competition while developing a lifelong respect for a healthy and active outdoor lifestyle. Each athlete will have the ability to compete at the highest level of state and regional competitions, including Great Lakes CXC Junior Cup Races. Training will be at least 3-5 days per week on Mondays, Tuesdays, Wednesdays, and Thursdays focusing on skills or technique development, intensity training, specific strength work, and longer distance workouts. Skiers will be expected to race in Wisconsin and local team races. Regional races are optional. Practice will begin the first week of November and will end late February.

DEVO Team Practice for Winter Program (Nov 17 - Feb 17)

Monday	Wednesday	Saturdays
5:45 - 7:15pm Skills Development & Technique Games!	5:45 - 7:15pm Ski Exploration & Adventure (Endurance)	TBD Races, Training, or Touring (Occasional)

COMP Team Practice for Winter Program (Nov 3 - Feb 17)

Monday	Tuesday	Wednesday	Thursday	Saturday
5:45 - 7:15pm Skills Development & Technique	5:30 - 7:00pm Intensity	5:45 - 7:15pm Over Distance	5:30 - 7:00pm Intensity/race prep	TBD Races, Training, or Touring (Frequent)

Schedule

Practice for the Juniors team will follow the schedule above. All skiers should enter their availability for practices & races each week into Teamsnap. Skiers are encouraged to attend as many practices as possible, and to let coaches know via TeamSnap when they will not be able to attend.

Practice Expectations

Arrive 5 minutes before start time. "5 minutes early is on time, on time is late!"

Practices will start on time with communicating the plan for the practice followed by the warm up.

We expect you to show up to practices. We are a team that shows up for each other. Show up, take on challenges, and try!

Communication will be on TeamSnap. All team practices will be posted on TeamSnap with the location, time, and what technique (Skate or Classic). Be ready to ski with boots on, skis and poles.

We are a sport that requires being nimble. Please know that we will have to make day-of-practice changes at times due to weather or snow conditions. Thank you for your flexibility.

Team Goal: We like to have fun on skis-- fun is number one!! We are excited to ski with you all this winter and every skier is an important member of our team!

Training & Practice Locations

Our team's primary snow location is **Elver Park in Madison, at 1250 McKenna Blvd**, near Gammon Road on Madison's west side. Elver Park provides a heated shelter and lit groomed trails thank you to the City of Madison and the Madnorski volunteer groomers.

Juniors will train at the [CXC Outdoor Recreation Center](#) (DEVO & COMP skiers) in Middleton and at [Blackhawk Ski Club](#) (COMP skiers only on Tu & Th) when natural snow conditions are not good. COMP skiers must have a Blackhawk membership to participate on the days the team is at Blackhawk. On-snow skiing will usually begin in early to mid-December, once the temperatures are cold enough to make snow, and run through the end of February, conditions permitting.

Dryland Training locations include Gunflint Trail Park, Elver Park and UW Arboretum. These locations provide either safe and well paved roller skiing trails, or rolling hills and steeper hills for hill bounding and trail running.

Uniforms & Equipment

Racing Suits and Sweatshirts

Racing suits and sweatshirts are available through our online store on our website: <https://www.madnorski.org/recreational-programs/apparel-purchase/> Skiers can choose team jackets, race tights, jerseys, and/or sweatshirts with MadNorSki logos. Team jerseys make it much easier to identify teammates on the trails! We ask that COMP Team athletes purchase a jersey. DEVO Team skiers or new skiers to the team can borrow a team jersey as available.

On-Snow Training & Racing Equipment

Skiers will practice both classic and skate techniques. Skiers will need equipment for both techniques, which includes 2 sets of poles (skate and classic), 2 sets of boots (skate and classic, or one set of "combi") and 2 sets of skis (skate and classic). Skiers are encouraged to purchase their own equipment. **New skiers have first priority using MadNorSki team equipment** and many returning skiers rent from the team as well.

SKI & ROLLERSKI RENTAL FROM MADNORSKI: Equipment is available to rent from the team. First year skiers can rent ski equipment for a \$25 maintenance fee. After your first year, there will be a fee of \$125 per skier. **The team will have a ski fitting on Sunday afternoon, October 19, 2025.** You will need to sign up for a time slot for the fitting. This will be your only chance for a fitting so please make it a priority. [Sign Up HERE](#). Any COMP skiers needing rollerskis, please come on October 19 to pick up rollerskis!

[MADNORSKI SKI SWAP](#): Saturday, October 25, 2025 at 10 am REI parking lot

Pole sizing chart

https://cdn.shoplightspeed.com/shops/605672/files/25999010/pole-length-suggestion-chart.pdf?_ga=2.252433802.2017511136.1601309030-797866709.1547237975

We recommend boots as your first equipment purchase: a "Combi" boot (Skate & Classic) works well for most junior skiers. Please be sure to get NNN binding system.

Here are some shops where you can consider buying equipment: [Bike Doctor Nordic Ski Shop](#) in Dousman, WI, [Enjoy Winter](#) nearby in Middleton, or [Gear West](#) in Minneapolis, Pioneer Midwest in Osseo, Minnesota, or [REI](#) in Madison.. Please inform your sales person that your skier will be skiing with a juniors racing team/program.

Dryland Training Equipment

For spring, summer and fall sessions, athletes will need ski boots, poles and roller skis, in addition to a bike helmet, high visibility clothing, gloves, a water bottle and carrier, and

headlamps/lights for night time roller skiing. The team has roller skis available for all skiers as part of the fee.

Waxing Basics for Practices and Local Races [PLEASE READ!](#)

We want every skier to have fun, including feeling comfortable with waxing for glide and grip. Juniors skiers do not need an extensive “wax box” for general skiing and local races.

Glide Zones for Skate and Classic

1. Ideally, every pair of skis will have a coat of ironed in wax at the start of the season. All club rentals will have this, and we will work with you to scrape and brush them so you are ready to ski
2. After every 4-5 ski outings, clean your skis with a paper towel and apply a coat of liquid glide wax. Pick a universal temperature or something rated in the 20s. Don't worry about matching the weather for practices. After the wax dries, brush it out a few times and you are ready to ski. You can use any low-cost nylon ski-specific brush (e.g. Swix blue bristle brush, <\$20).

Some examples of low-cost liquid waxes - you just need one of these (all are <\$25 and should last all season): Rex G21 Blue Liquid, Rode RL Medium Liquid, Star NF Medium Liquid, Start SG Liquid Blue, Swix CH7 Liquid, Toko Blue Liquid, Vauhti Pure One LD Liquid

Kick Zones for Classic

If your classic skis have skins, rub the kick zones with skin cleaner every few weeks. This helps keep these kick zones clean and less likely to accumulate snow.

If your classic skis are waxable, you need to wax between the Sharpie pen marks for your specific weight/kick zones (if these are not marked, talk to us). Each practice coaches will use Team Snap to suggest “blue” “violet” “red” or some mix (e.g. “3 coats blue with 1 violet on top”)

Basic Waxing Kit:

1. Synthetic Cork- not a real cork - a green or white fake cork made for kick wax corking. (around \$5)
2. Kick Wax Scraper- this can be a plastic scraper from the hardware store or a ski specific version (eg. Swix T87). (around \$5)
3. Binder - this is optional. It helps keep the wax for longer skis or when the snow is very rough. This is often a ‘green’ wax and could also be used when the snow is very cold (so cold it squeaks).
4. Most skiers need just 3 small tins of kick wax - which should cost around \$10-15 each. If you can only get one at first, get “blue”. Examples of these are: **Blue:** e.g Swix V40; Vauhti Carrot; Toko Blue; Rode Blue Special; Start Blue; **Violet:** e.g Swix V50; Start Terva Purple; Rex Violet; **Red:** e.g Swix V55 or 60, Rex Red, Start Red, Rode Red.

You may also find a basic kit for sale. For example [this item at New Moon in Hayward](#).

Remember: [Enjoy Winter](#) has most of these supplies and Start Waxes. Team members also get a discount with the code MADNORSKI.

Racing

Madnorski highly encourages all junior skiers to participate in Wisconsin Nordic Ski League or local races. Athletes on the COMP team will compete in more winter races including at least two of the Great Lakes Region CXC Junior Cup Races. CXC Cup races give athletes the opportunity to compete with some of the highest level skiers in the Midwest and can earn points to possibly qualify for regional camps and ski trips.

Reasons to Race

- A team trains together and competes together!
- Ski when it is light out
- Feel a sense of accomplishment by setting a goal for the race to work towards (ie. "will try to push over every hill in the race," "do a good warm up and cool down with my team")
- Support your team with glitter and lots of cheering
- Experience ski trails outside of Madison
- Skiing is a TEAM SPORT!

WNSL Races

- Team Manager registers the athletes
- Team funds pay for race fees
- Must indicate on TeamSnap if you will be racing by Monday night generally

Wisconsin Nordic Ski League State Meets – State Sprints & State Distance

- Team Manager registers the athletes
- FAMILIES must pay in advance for race fees. Cost is \$50 for two days of racing.
- Must indicate on TeamSnap if you will be racing by Sunday night before

CXC Cup Race

- Must have a US Ski & Snowboard membership to compete
- Skier/family registers for race
- Skier/family pays race fees
- Put availability on TeamSnap so Madnorski coaches know who is racing

Early On-Snow Training Weekend

December Ironwood Weekend:

Our first on-snow weekend is in early December in Ironwood, MI. **This trip is MANDATORY for COMP TEAM athletes and highly recommended for DEVO TEAM athletes.** Ironwood often gets great snow early in the season. This weekend is ideal for technique training and learning to ski. Coaches will focus on instruction and getting skiers new to skiing, comfortable on skis.

Schedule [\(Full Schedule\)](#)

Thursday afternoon, Dec 5 – Travel to Ironwood

Friday – Ski Instruction

Saturday – More Ski Instruction and afternoon race.

Saturday Night – Potluck dinner & Jack Frost Parade.

Sunday – Morning group ski and then return to Madison

Lodging:

COMP skiers will stay at cabins and houses reserved at ABR Trails supervised by Coaches and several parent chaperones. DEVO skiers may also stay at cabins and houses at ABR if they are 8th grade or older and as space allows. Cost for lodging, food and ski passes will be about \$130/skier. There will be an additional transportation fee for skiers transported in team vans.

Skiers who are not staying at the ABR Trails lodging need to make reservations at local hotels/motels and be accompanied by a parent or guardian.

Tentative Weekend Ski Outings & Race Schedule

Juniors Event (COMP & DEVO) COMP TEAM

Event			Location	
November				
11/01/25	Sa	Elver Park Trail Run/ski walk	Elver Park in Madison!	
December				
12/4-7/25	Th-Su	Ironwood Ski Weekend, Ice Age Invite*	Ironwood, MI	TEAM LODGING
12/13-14/25	Sa-Su	CXC Super Cup JQ	Duluth, MN	
12/20-21/25	Sa-Su	CXC Super Cup JQ	Birkie Trail, Cable, WI	TEAM LODGING
TBD	Sa	Lodi Invite*	Lodi, WI	
January				
TBD	Sa	Southern Conference Race*		
1/10/26	Sa	Snekkevik Classic Race(CL)*	Wausau, WI	
1/11/26	Su	Iola Invite Race 6K SK*	Iola, WI	
Tuesdays	Tue	Tue Night Race HS & MS Race*	Elver Park, WI at 5:45 pm	
TBD	Sat	Outing & Club Meeting	Blue Mound State Park	
1/17-18/26	Sa-Su	Hodag Challenge	Rhineland, WI	TEAM LODGING
1/24-25/26	Sa-Su	CXC Great Lakes Cup JQ	Ariens Nordic Center, Brillion WI	
1/24-25/26	Sa-Su	Ski Trip to Minocqua or 9 Mile	Up North trip!	
1/31-2/1/26	Sa-Su	WNSL Sprint Championships	Ariens Nordic Center	TEAM LODGING
February				
2/6-8/26	Sa-Su	WI State Distance Championships*	Cable, WI	TEAM LODGING
2/14-15/26	Sa-Su	CXC Super Cup JQ	Minneapolis, MN	
2/18-21/26	W-Sa	Kortelopet/American Birkebeiner**	Cable, WI	
March				
3/9-14/26		Junior National Championships	Cable, WI	

* Popular races/events

** Marathon race

[Wisconsin Nordic Ski League Race Calendar](https://www.wisconsinxcski.org/events/)

Go to <https://www.wisconsinxcski.org/events/>

CXC Cup Racing (Races highlighted yellow)

The CXC Cup races provide young athletes racing opportunities to develop their skills through excellent ski venues, well-organized olympic style races, and guidance from the coaches and teammates. Madnorski encourages skiers participating in these events to think of these races as a way to challenge oneself and to learn more about the sport. Skiers may also qualify for regional camps and ski trips by competing in the CXC Cup events. The Madnorski Juniors has had a number of past skiers go to the New England Nordic Skiing Association (NENSA) championships, the Junior National Championships, Canadian Junior National Championships, CXC Summer Dream Camp and the Regional Elite Summer Training Camps.

Madnorski COMP team will to compete at the CXC Cup Races and will have lodging for the team at Cable in December. Madnorski athlete support will include team meetings, course previews, waxing help, and coaching during the weekend of racing. Skiers must register individually for JNQ races [HERE](#)

If skiers plan to attend other CXC Cup races, those athletes will need to have meals and lodging with their family. Race support by Madnorski coaches will still be available.

USSA Membership

Athletes need a USSA membership to participate in the CXC Cup Races.. The license will cost \$55 - \$155 [CXC Website under "Membership"](#). Options are "Cross Country General Membership" or "Cross Country Competitor". To ski in college or be in the national ranking list, choose a Competitor license.

Madnorski Program Fees

Fees for the winter season include:

- on-and-off snow coaching
- waxing instruction and use of team wax for races
- Access to CXC trails machine-made snow loop for practices
- coaching at December Ironwood Weekend
- race entry fees for team sponsored WNSL Meets
- coaching and wax support at WNSL & CXC Cup races on team calendar
- use of club roller skis, skis, boots and poles (for a modest rental fee)

Fees for the winter session do not include:

- hotel, transportation or food costs for weekend ski outings
- Entry or trail fees for some weekend ski outings (included for Ironwood)
- Entry fees, waxing, transportation or hotel for JNQ races

Scholarships for Madnorski Program Fees

MadNorSki offers partial financial scholarships for program fees to youth who would otherwise not be able to participate. Please contact [Tamara Bryant](#) to learn more.

Madnorski Code of Conduct

Membership in the Madnorski Club and participation in the Juniors program is a privilege, not a right. All Madnorski athletes, coaches, and parents when participating in any Madnorski activity must agree to conduct themselves according to the [US Ski and Snowboard's Core Values](#):

Integrity – Actions based on values rather than personal gain,
Passion – Motivation for doing what we love,
Fun – A fresh, positive, creative culture,
Team – Individual Humility, collective pride and accountability,
Excellence – Personal and collective wins every day,
Grit – Courage, tenacity and perseverance on the path to excellence

and abide by the spirit and dictates of this Code of Conduct. Furthermore athletes, coaches, and parents will keep in mind the Olympic ideals of Excellence and Friendship when involved in Madnorski activities. All athletes, coaches, and parents must agree to comport themselves in a sportsmanlike manner, and are responsible for their actions while attending or participating in all Madnorski activities (including but not limited to camps, competitions, trainings, meetings, and projects).

Sportsmanlike conduct is defined as, but is not limited to: respect for competition officials, coaches, volunteers, athletes, and the skiing public; respect for facilities, privileges and operating procedures; the use of courtesy and good manners; acting responsibly and maturely; refraining from the use of profane or abusive language; and abstinence from illegal or immoderate use of alcohol and use of illegal or banned drugs.

While participating in any Madnorski activity:

1. Madnorski athletes, coaches, and parents shall be subject to this Madnorski Code of Conduct.
2. Madnorski athletes, coaches, and parents shall conduct themselves at all times and in all places as befits worthy representatives of the Madnorski club, their region, and in accordance with the best traditions of local, regional, state, national and international competition.
3. Madnorski athletes, coaches, and parents are responsible for knowledge of and adherence to [competition rules and procedures](#). Members are also responsible for knowledge of and adherence to the rules and procedures of the WNSL teams, schools, camps or other projects.
4. Madnorski athletes, coaches, and parents shall maintain high standards of moral and ethical conduct, which includes self-control and responsible behavior; consideration for

the physical and emotional well-being of others; respect for athletes, coaches, parents, officials and volunteers; and courtesy and good manners.

5. Madnorski athletes, coaches, and parents shall abide by WNSL rules and procedures (and school rules/procedures where applicable) while traveling to and from and participating in official WNSL activities.

6. Madnorski athletes, coaches, and parents shall abstain from illegal and/or immoderate consumption of alcohol. Absolutely no consumption of alcohol is permitted for those individuals under the age of 21.

7. No Madnorski athlete, coach, or parent shall commit a criminal act. WNSL Code of Conduct

8. No Madnorski athlete, coach, or parent shall engage in any conduct that could be perceived as harassment based upon gender, age, race, religion, disability or sexual orientation through verbal, written or electronic means.

9. No Madnorski athlete, coach, or parent shall engage in:

- Profane or abusive language
- Disruptive behavior
- Child sexual abuse
- Emotional misconduct
- Physical misconduct
- Bullying
- Harassment
- Hazing

10. WNSL athletes, coaches, and parents agree to abstain from the use of performance enhancing drugs.

The maintenance of these ethical standards is in the best interest of the athletes and the sport of cross country skiing. Madnorski should ensure that all athletes and coaches sign a copy of this code and maintain the copy on file. A new copy should be signed every year.

The Intent of the Code of Conduct is to:

1. Create awareness of the expected standards of behavior and
2. Create a mechanism by which unethical behavior may be redressed.

Complaints may be initiated by an athlete, coach, club volunteer, club administrator or parent who has been directly subject to or has observed a breach of this code of conduct. Complaints should be sent to Madnorski Executive Director and Board Presidents.

Failure to comply with any of the above provisions may lead to disciplinary action by the appropriate coach or executive director. Disciplinary action may include:

- Removal from the team trip or training camp
- Suspension from training and/or competition
- Elimination of coaching, travel, and other benefits
- Forfeiture of club or team membership

Madnorski is committed to principles of fairness, due process and equal opportunity. Members are entitled to be treated fairly and in compliance with Madnorski's Bylaws, policies, and procedures.

Nothing in this Code of Conduct shall be deemed to restrict the individual freedom of a Madnorski member in matters not involving activities in which one could not be perceived as representing Madnorski. In choices of appearance, lifestyle, behavior, and speech while not representing Madnorski, members shall have complete freedom, provided their statements and actions do not adversely affect the name and reputation of the Madnorski. However, in those events where one is representing or could be perceived as representing the club, Madnorski demands that its members understand and agree to behave in a manner consistent with the best traditions of sportsmanship and Madnorski's core values.

Parent Code of Conduct (US Ski and Snowboard):

https://www.us Ski and Snowboard.org/sites/default/files/files-resources/files/2022/Parent_Code_of_Conduct.pdf

Communication using TeamSnap

Madnorski.org provides general information about the team, coaches, registration, and general schedule. The team also uses **TeamSnap** for communication about practices, touring events, races, social outings and for sharing team contact information. You will receive an email invitation to join TeamSnap. If you need to get a hold of a coach, TeamSnap is generally the best option. For urgent or time sensitive matters, please reach out via phone or email. Please don't chat the team if you will be late. Coaches generally have a plan to circle back to collect anyone who said they would be there but hasn't shown up yet.

Head Coaches and Leadership Team

Madnorski head coaches are certified by the US Ski and Snowboard Association (US Skiing) at level 100 or higher and have completed [Safesport training](#).

Program Director Tamara Bryant director@madnorski.org (608) 852-4362 (Level 100 certified)
Head Coach COMP Team: Zach LaFond-Hudson - zhudson88@gmail.com (Level 100 certified)
Head Coach DEVO Team: Jake Eaton - eaton.jake@gmail.com (Level 100 certified)