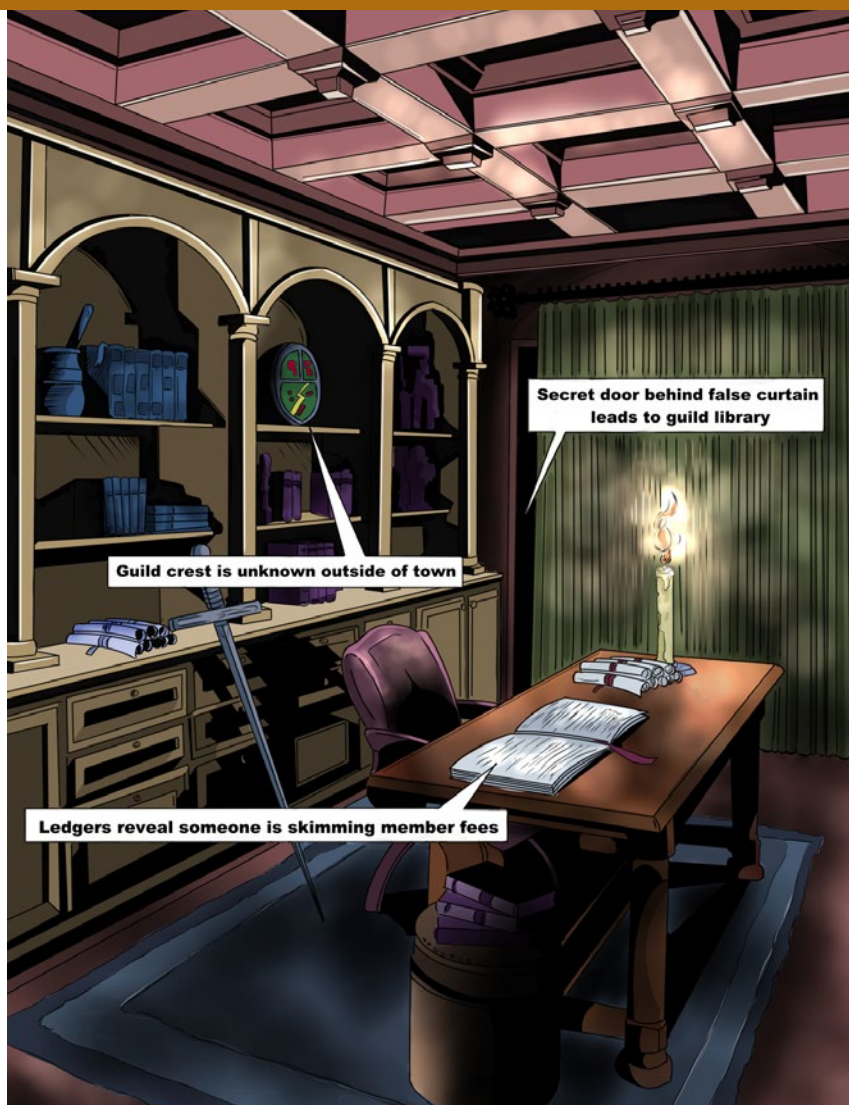


ANATOMY OF A

Guild

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Guilds are associations of professionals who work together to achieve common goals. Often used in fantasy settings as simple quest givers, a well-crafted guild opens up a multitude of story opportunities.

Use the following tables to generate an exciting and vibrant guild!

GUILD TYPE

Guilds focus the efforts of like-minded people of all professions. Use the following table to determine the type of guild. *Choose one or roll a d8.*

1. **Adventurers:** Adventurer guilds are all-in-one centers of dangerous work and loud boasts. These guilds attract a wide range of members, from legitimate heroes to lying windbags.
2. **Artisans:** Artisan guilds bring together crafters, builders, weavers, and even legal scholars. They are more similar to social clubs than anything else, designed to temper rivalries and move the entire industry in a productive direction. Less politically powerful than merchant guilds, artisan guilds focus heavily on their trade and less on the finances involved. These guilds usually provide certifications and schooling in their craft.
3. **Assassin:** Assassin guilds are often illegal, even though they provide a vital service in standardizing and codifying paid murder. Powerful figures prone to assassination attempts often contact assassin guilds with a standing offer, trying to pay their own bounty in exchange for amnesty. Assassin guilds usually have cult-like rituals and sometimes ascribe religious significance to their work.
4. **Mage:** Mages rarely get along, but will do so if there is power to be gained. Magic is a fickle business, and it's important to keep tabs on others who may be tapping into ley lines or draining the city's reserves of dragon teeth. Mage guilds are highly political, with secret codes and hidden ranks. Even so, few members treat the guild as their primary place of work.
5. **Merchant:** Merchant guilds are perhaps less adrenaline inducing than their more rambunctious counterparts, but they are no less powerful. Merchant guilds meet to establish guidelines on the sales, quality, and quantity

of various goods, usually forming a de-facto monopoly to pad their own pockets. Most merchant guilds also provide training for new members and host talks from respected members of society.

6. **Noble:** Wealth and status will get you into a noble guild, though you might lose both before long. Noble guilds are prohibitively expensive dens of intrigue and political machinations.
7. **Thief:** Thief guilds are usually, but not always, underground organizations (both literally and metaphorically). Thief guilds have strict rules governing districts and targets. These establishments are absolutely necessary in any large city; only collaboration prevents thieves from stepping on each other's toes. Thief guilds rarely take outside jobs. Instead, they resolve questions of ownership or organize complex heists.
8. **Warrior:** Warrior guilds are as straightforward as they come. Filled with beer swilling braggarts, these brotherhoods are loud but effective. Warrior guilds are never short of eager recruits or straightforward jobs, and both courage and honor are respected in equal measure.

FEES

No guild is free. The operations of a guild must be reimbursed in some way. There are four main ways to pay for guild membership, though most guilds accept a combination of them if necessary. Use the following table to identify determine the guild's fees. *Choose one or roll a d4.*

1. **Cuts:** This guild takes some cut of a guild member's job as payment. Most guilds rank the percentage cut based on the specifics. 50% for a job organized by the guild, 25% for a job facilitated by the guild, and 15% for a job which required some guild resources or training. A few more intensive guilds take 10% of all a member's jobs, even if the members acquired and performed the job without any help from the guild.

2. **Dues:** This guild requires regular dues; simple payments of gold into the guild's coffers. These dues can usually be reduced with the other arrangements.
3. **Leads:** Leads are a method to offset regular dues or cuts. If a guild member delivers a new recruit or sources a particularly lucrative job, his dues may be reduced by a small percentage.
4. **Services:** More senior guild members pay their fees in services or time. This work may range from handling various administrative and organizational tasks to teaching high level classes. The leaders of the guild pay no fees and may even take a proportion of the money earned by the guild for themselves.
5. **Resources and Recruits:** Some jobs are too big to handle on your own. Guilds provide the opportunity to take on large challenges that require dozens of individuals or heavy financing.
6. **Training:** Savvy members of society know there is always somebody better. Why not learn from them? Guilds provide unique opportunities to gain valuable skills, either on joint missions, seminars, or just from talking over a pint.

STRUCTURE

Guilds are social organizations, and follow some basic political structure. Use the following table to create the guild's structure. *Choose one or roll a d4.*

PERKS

Why join a guild? If the organizations had nothing to offer, then they would soon wither and die. Use the following table to discover the guild's perks. *Choose one or roll a d6.*

1. **Jobs:** Have a problem? Contract a guild! Guilds help centralize and distribute a region's jobs into a single task board. By joining a guild, an individual can access a never-ending stream of paid jobs.
2. **Networking:** Rub shoulders with greatness! Guilds provide excellent networking opportunities and are perhaps the best way to find both peers and legends in the specific field of expertise.
3. **Permission:** It may be dangerous or even illegal to perform some duties without membership in a specific guild. Guilds constantly seek new members and make life challenging for any potential recruits who operate outside their organization.
4. **Prestige:** Most guilds carry some level of prestige and social status, particularly in the region where they are based. In some circles, it is impossible to move up without admission to a guild.
1. **Democratic:** All guild members are given equal say in decisions and none stand over the others. As a result, larger democratic guilds are incapable of swift or decisive action. Instead, the guild focuses on the enforcement of a broad but clear code.
2. **Election Cycles:** This guild adheres to election cycles to determine power. An elected guild leader and executive team make all decisions, and are not beholden to the whims of the rest of the members in any way. Frequent election cycles keep the officials honest, but the constant focus on power ensures that internal subterfuge is a problem.
3. **Ranking Council:** This guild has strict ranks, from recruits all the way to council members. Each step along this path is carefully defined and the process is impossible to fast-track. Every member at the top of the ladder is given equal say in the decisions of the organization. Since rank is for life, these guilds can become stagnant and archaic over time.
4. **Ownership:** Guilds are a business and this guild makes no pretenses. The guild was started by a single person or organization—and that organization maintains full control over it. Ownership is usually passed down to relatives, though the guild may be sold or turned over to investors at any time.

GUILDHALL

The guildhall is the heart of a guild, where meetings take place and members socialize. It is a reflection of the success and culture of a guild. Use the following table to build the guildhall. *Choose one or roll a d6.*

- Elegant:** Clean and austere, this guildhall is bursting with subtle displays of wealth. The wood paneling is imported from a continent away. The black marble columns are of the highest grade possible. Even the small, unassuming paintings are priceless works of art. Though the hall may fail to impress the uninformed, a discerning visitor might be overwhelmed.
- Extravagant:** The guild's dues seem to plaster every inch of this building. The walls are adorned with massive murals, gold trim, and marble busts of famous guild members. This is a place designed to impress visitors—or repulse those with subtler tastes.
- Homey:** This guildhall feels more like an inn than a place of business. Tables and chairs are set up for relaxation, complete with beer stains and card games. The area is messy, but inviting. It's not professional, but a certain warm appeal permeates the rooms.

- Plain:** The guild has better things to do with their money than throw it into appearances. This guildhall has a simple receiving area, and a few rooms for meetings, storage, and recreation. Beyond chairs, tables, and some tools of the trade, little here suggests a powerful organization.
- Run-Down:** If the guild has money, it is not putting it into the hall. This guildhall is run-down and ramshackle. Faded drapes hang in tatters on the walls and the exposed wooden framework is splintering. Long ago, perhaps, a guild master put loving time and effort into creating this place. Now, it has fallen to ruin.
- Trophies:** The accomplishments of the guild are visible everywhere. An adventurer guild has the mounted heads of slain foes, noblemen frame paintings of their estates, and artisans display prime examples of their work on pedestals.

SYMBOL

Every worthwhile guild has a representative symbol to stamp legal documents, tattoo onto members, or leave behind after a job well done. Juxtapose two or three items on the following table to generate the guild's symbol. *Choose several or roll a d100 multiple times.*

1. Anvil	21. Crescent	41. Flower	61. Lion	81. Silo
2. Apple	22. Crossed Lines	42. Fork	62. Lock	82. Snake
3. Arrow	23. Crystal	43. Gauntlet	63. Mace	83. Spade
4. Astrological Sign	24. Demon	44. Gem	64. Market Stall	84. Spider
5. Bear	25. Diamond	45. Globe	65. Mask	85. Spiral
6. Bee	26. Dove	46. Griffon	66. Mermaid	86. Spoon
7. Beer	27. Dragon	47. Hammer	67. Mountain	87. Staff
8. Bird	28. Drop of Blood	48. Handprint	68. Necklace	88. Star
9. Branch	29. Eye	49. Handshake	69. Ogre	89. Sun
10. Bridge	30. Face (Angry)	50. Harp	70. Parallel Lines	90. Sword
11. Building	31. Face (Dead)	51. Heart	71. Phoenix	91. Tablet
12. Butterfly	32. Face (Grimacing)	52. Helmet	72. Plate	92. Thumbs Up
13. Carriage	33. Face (Neutral)	53. Horned Skull	73. Potion	93. Tiger
14. Castle	34. Face (Smiling)	54. Horse	74. Ring	94. Tree
15. Chain	35. Faery	55. House	75. River	95. Trident
16. Circle	36. Fangs	56. Key	76. Scales	96. Wall
17. Cliff	37. Feather	57. Knife	77. Scroll	97. Waterfall
18. Cloud	38. Fish Scale	58. Knight	78. Scythe	98. Watermelon
19. Club	39. Fist	59. Leaf	79. Severed Head	99. Web
20. Coin Purse	40. Flame	60. Lightning Bolt	80. Shield	100. Wheat