

MASTERS OF THE WICKED: BUILDING YOUR OWN EVIL ORGANIZATION

Would it truly be a villainous campaign without minions? I think not. But keeping track of an organization can be a tedious affair. So, with this optional system we abstract the paper work and help you skip the bookkeeping and instead get back to the glorious business of evil.

HOW DO I BUILD AN EVIL ORGANIZATION?

Mechanically, the answer is take the Leadership feat. When you take the Leadership feat you receive a cohort as normal but instead of receiving followers, you become the master of an evil organization. If multiple PCs buy the Leadership feat they must choose whether they are each starting their own organization or if they are pooling to form a council of villainy.

There are advantages to both. Councils can hit higher target numbers but control can be an issue. Individual groups are weaker but there is no question of control.

THE SIX ABILITY SCORES

Much like a PC, an evil organization has six ability scores that define them. Every score ranges from -5 to +10. These scores modify both action and skill rolls.

Where a PC has Strength, Organizations are **Ruthless**. Ruthless is the ability to get violent things done. If Ruthless ever hits -5, your organization cannot take any violent actions.

Where a PC has Dexterity, Organizations have **Secrecy**. Secrecy is the ability to conceal your organization and its operations. If Secrecy ever reaches -5, your organization becomes a household name in Talingarde.

Where a PC has Constitution, Organizations have **Survivability**. Survivability is your organization's ability to survive adversity. If Survivability ever hits -5, your organization has ceased to exist.

Where a PC has Intelligence, Organizations have **Connections**. Connections is your ability to get nonviolent tasks done. If Connections ever hits -5, your organization can take no skilled actions.

Where a PC has Wisdom, Organizations have **Espionage**. Espionage is the ability to acquire information others don't want you to have. If Espionage ever hits -5, your organization can take no espionage actions.

Where a PC has Charisma, Organizations have **Loyalty**. Loyalty is your minions devotion to their masters. If Loyalty ever hits -5, your organization falls apart.

An organization's scores start at zero. Each master with a positive charisma modifier has that many points to spend increasing the scores. No score can initially be raised above +4. After creation, changes to charisma no longer effects scores. Scores change from game effects and when a master gains a level -- a master then adds +1 to a score of their choice. No score may ever exceed +10.

ACTIONS

Actions represent an evil organizations ability to get things done. Every week you command your evil organization to perform actions. The maximum number is determined by adding the leader's level + current Charisma modifier and then consulting this chart.

Level + Charisma Mod.	Actions per Week
9 or less	0
10	1
11	1
12	1
13	2
14	2
15	3
16	3
17	4
18	4
19	5
20	5
21	6
22	7
23	8
24	9
25 or more	10

If the evil organization is ruled by a council, every leader contributes his actions to a pool. That is the total number of actions an organization may take per week.

THE ACTION CHECK

When an action is performed, this usually involves an Action Check. This roll is the relevant score plus a d20. A Secrecy Check, for example, is d20 + Secrecy.

Every action check will have a target number assigned by the Game Master. To succeed an Action Check must equal or beat that number. A natural 1 is always a failure. A natural 20 often improves the checked score.

Target numbers are assigned by the Game Master based on difficulty given the current circumstances:

Target Number	Descriptor
8	Easy
12	Average
16	Difficult
20	Very Difficult
25	Almost Impossible

“YOU HAVE FAILED ME FOR THE LAST TIME”

Any time you are unhappy with any Action Check, you can execute the minion who failed you and demand that the other try again if they don't want to meet the same fate. You may reroll the failure. You can only reroll once per Action Check and executing the minion so callously does shake the other minions -- you take a -1 to Loyalty.

THE ACTION LIST

This is a list of actions an evil organization can attempt. It is not comprehensive and with GM permission other actions may be permitted. Level always refers to the level of the highest level PC leader of the organization.

Abduct Peasants (violent action): You need peasants (lvl 1-3 commoners) for your gruesome experiments or perhaps as monster chow. Roll a Ruthless Check.

Success: You abduct 2d6 Peasants

Failure: You abduct no one.

Natural 1: Failure and -1 to Secrecy.

Natural 20: Success and +1 Ruthless.

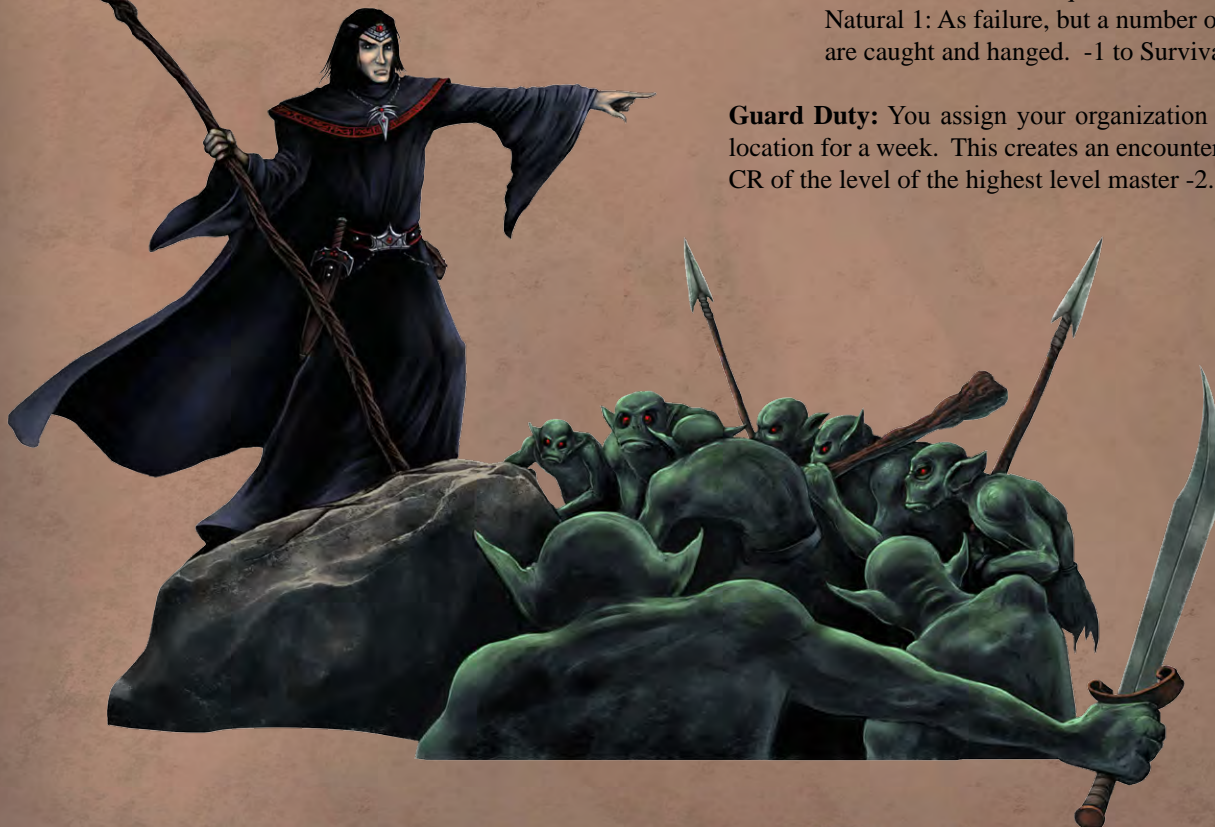
Assassination (violent action): Your minions attempt to kill someone. Roll a Ruthless Check. Important NPCs are often immune to this action.

Success: The target dies. -1 to Secrecy.

Failure: The target does not die.

Natural 1: The target does not die and minions are captured. -1 to Secrecy and Survivability.

Natural 20: The target dies and it looks like an accident. +1 to Ruthless.



Criminal Enterprise (violent action): Your organization uses crime to acquire funds. Roll a Ruthless Check.

Success: Level*1d6*10 gp is acquired.

Failure: You are revealed. -1 to Secrecy

Natural 1: Failure and -1 to Survivability

Natural 20: Success and +1 to Ruthless

Frame Someone (espionage action): Your minions plant evidence to convince the law that someone is guilty of some unsavory crime. Roll an Espionage Check.

Success: It works!

Failure: It doesn't work.

Natural 1: It doesn't work and your minions get caught. -1 to Secrecy and Survivability.

Natural 20: Success and +1 to Espionage.

Gather Information (skilled action): Your organization tries to gather three random rumors (see page 9) or tries to answer three questions that might be know about town. Roll a Connections Check.

Success: The questions are answered.

Failure: You receive 1 random rumor.

Natural 1: You learn nothing.

Natural 20: Success plus +1 to Connections.

Grave-Robbing (skilled action): Your organization violates graves to acquire corpses and skeletons for you.

Success: 2d6 corpses or skeletons are acquired.

Failure: You are revealed. -1 to Secrecy

Natural 20: 4d6 are acquired instead.

Natural 1: As failure, but a number of minions are caught and hanged. -1 to Survivability.

Guard Duty: You assign your organization to guard a location for a week. This creates an encounter equal to a CR of the level of the highest level master -2.

Hunt Beasts (violent action): You order the capture of wild beasts to guard your base. Roll A Ruthless Check.

Success: Roll 1d10. The minions catch:

- 1 - 1d3 Snakes, Venomous (CR 1)
- 2 - 1d3 Giant Spiders (CR 1)
- 3 - 1d2 Crocodiles (CR 2)
- 4 - 1d2 Snake, Constrictor (CR 2)
- 5 - 1d2 Giant Leeches (CR 2)
- 6 - 1d2 Giant Toads (CR 2)
- 7 - 1d2 Tatzlwyrms (CR 2)
- 8 - Giant Mantis (CR 3)
- 9 - Giant Scorpion (CR 3)
- 10 - Chupacabra (CR 3)

Failure: Minions catch nothing.

Natural 1: Monsters catch minions.

Survivability -1.

Natural 20: They catch a hydra (CR 4)

Indoctrinate: Your minions have grown quarrelous and forget their place. Teach them the meaning of obedience. Loyalty +1 up to a maximum of zero.

Lay Low: Your organization keeps out of the spotlight for a while. Secrecy +1 up to a maximum of zero.

Legitimate Enterprise (skilled action): Your organization uses legitimate means to acquire funds. Roll a Connections Check.

Success: Level*(1d4-1)*10 gp is acquired.

Failure/Natural 1: no consequences

Natural 20: Success and +1 to Connections

Recover: Your organization stays out of danger and focuses on recruiting new members. Survivability +1 up to a maximum of zero.

Spread Disinformation (espionage action): Your organization tries to convince the populace of something isn't true.

Success: It works!

Failure: It doesn't work.

Natural 1: Failure and -1 to Espionage.

Natural 20: It works! +1 to Espionage.

Torture Captives (violent action): Extract information from "guests" of your dungeon. Roll a Ruthless check.

Success: You receive answers to three questions.

Failure: No results.

Nat. 1: The prisoner dies(50%) or escapes(50%).

Natural 20: Success and +1 to Ruthless.

Training (skilled action): Increase Ruthless, Competence or Espionage by +1 up to a maximum of zero.

Trap Building (skilled action): Roll a Connections check to fix a trap.

Success: Spend the money to build the trap.

Failure: The traps are not built.

Natural 1: Failure and half the cost is wasted.

Natural 20: Success and Connections +1

Trap Repair (skilled action): Roll a Connections Action Check to fix three traps.

Success: Spend the money to fix the traps.

Failure: The traps are not fixed.

Natural 1: Failure and half the cost is wasted.

Natural 20: Success and Connections +1

ORGANIZATION EVENTS

Every month roll a d20 for organizational events. This roll cannot be rerolled by executing a minion.

1: Disquiet in the ranks. Make a Loyalty Check.

Success: Lose an action next week

Failure: Desertions. All Scores -1.

Natural 1: Assassination Attempt. The Game

Master puts together a level appropriate encounter based around the fact that your minions want you dead.

Natural 20: No penalties

2-6: No Events

7:Capable Leadership. Gain a bonus action next week.

8: Times are Hard. Your minions have suffered more losses than usual. Can they endure this time of trials? Make a Survivability Check.

Success: They endure. No effect.

Failure: Survivability -1.

Natural 1: Survivability -2 and Loyalty -2.

Natural 20: ...but they'd follow you into hell.

Survivability +1 and Loyalty +1.

9: Revealed! You are being hunted. Can they find your organization before its too late? Roll a Secrecy Check.

Success: You are everywhere and nowhere.

No effect.

Failure: The enemy are closer to the truth than you'd like. Secrecy -1.

Natural 1: Survivability -2 and Secrecy -2.

Natural 20: The tables turn and the hunters are the hunted. Secrecy +1 and Ruthless +1.

10: Recruitment Opportunity. Can you ever have enough minions? Make a Survivability Check.

Success: Your ranks grow. Survivability +1.

Failure/Natural 1: No effect.

Natural 20: Rapid growth. Survivability +2.

11: Rumors and Whispers. -1 to Loyalty.

12: Your Organization is a Shadow. +1 to Secrecy.

13: Infiltration Opportunity. You have a chance to get an agent amongst your enemies. Are you sneaky enough take advantage of it? Make an Espionage Check (DC 20).

Success: You have get an agent in their ranks. Espionage +1.

Failure: The spy is caught and executed. Survivability -1.

Natural 1: The spy is caught and talks! Secrecy -1 and Survivability -1.

Natural 20: You get a trusted spy in their midsts. Secrecy +1 and Espionage +2.

14: Talkative Minion. -1 to Secrecy.

15: You Give Them So Much. +1 to Loyalty.

16: The Cause Grows. +1 to Survivability.

17: Turf War. Other criminal organizations try to take your turf. Can you defend what's yours? Make a Ruthless Check (DC 20).

Success: You defend it well. Ruthless +1.

Failure: You lose ground. Ruthless -1.

Natural 1: Your organization receives a thrashing. Ruthless -1 and Survivability -1.

Natural 20: Those who dared challenge you are now your minions. Ruthless +1 and Survivability +1.

18: Unnecessary Squabbles. -1 to Survivability.

19: A Capers. This job could make you rich if you can pull it off. Make a Connections check (DC 20).

Success: Level*1d6*100 gp. Connections +1.

Failure: Bridges are burned. Connections -1.

Natural 1: A massive blunder. Connections -1 and Secrecy -1.

Natural 20: Masterfully done. Success plus Secrecy +1.

20: Rare Opportunity. You have a chance to really expand your power base. Make an Action Check of your choice (target number 15).

Success: Opportunity Seized! +1 to the score of your choice.

Failure/Nat. 1: Opportunity missed. No effect.

Natural 20: Success beyond your wildest dreams! +1 to all scores.

ORGANIZATIONS AS SKILL BONUSES

Organizations can aid PCs in one more way. They can provide circumstance bonuses to skill checks. For example, making an Intimidate skill check while being flanked by a half-dozen of the most ruthless, infamous criminal thugs in the city is definitely worth a bonus. In that case, you would add your Ruthless score to the Intimidate check. Being assisted this way can count as an action at the Game Master's discretion.

USING A COHORTS

A cohort can be assigned to aid your minions. Any cohort so tasked is unavailable for anything else that week. They are busy with underlings. A cohort adds their relevant ability score modifier to an Action Check. For example, Grumblejack the ogre could add his +6 Strength modifier to any violent actions. If an action aided by a cohort loses Survivability, the cohort must make a Fortitude save vs a DC equal to the task difficulty or die.

COUNCILS OF THE WICKED

A council is formed when a single organization has more than one master. The advantage is that the organization has only one set of scores. The disadvantage is that the masters may disagree. The council votes on any proposed action. In case of a tie vote, an action is lost to squabbling and indecision.

RECRUITING MINIONS

The PCs can recruit minions via contact with the Baron Vandermir. His orphans make a perfect recruiting pool. The orphans are mostly human (though the occasional half-elf is not uncommon) and are capable of performing all of the various minion actions.

The PCs can try to recruit toughs from Drownington. These lazy thugs balk at real work (like Legitimate Enterprise), but a persuasive leader can whip them into shape.

If the PCs wrangle an alliance with the boggards, they receive one bonus 'Boggard' action a week for every eight boggards alive in the tribe. Since the maximum size is 32, that means a fully 'stocked' boggard tribe can provide four actions a week. The boggards are terrible at espionage and skilled actions, but are perfectly capable of doing violent tasks. Hurting things is a venerable boggard tradition after all.