



# The Charter of the Grey Company

28 April 2002



## I. Description

### A. *Company Goals*

The Grey Company represents Elven interests in Britannia on the shard of Lake Superior, particularly the security of Yew as a home for those of Elven blood. The company provides an Elven society, forming friendships among the Elves here, bestowing upon those worthy of such, honorary titles and titling the most esteemed non-Elves, Elf-Friend. The company encourages Elven role-playing, adventures, and battle, and provides a resource for Elven information.

### B. *History*

Founded in the fall of 1992 in the lands around Neverwinter, the Grey Company was sanctioned in December of that year, then attained Private status one year later. In the Summer 1997, Neverwinter was destroyed, and the guild was homeless until Fall 1997, when the guild moved to Yew, Britannia in Ultima Online.

More information can be found at: <http://www.grey-company.org/Study/history/>

### C. *Status of this Document*

This document is the official Charter of the Grey Company.

The latest version of this document can be obtained at: <http://www.grey-company.org/Study/charter/>

## II. Membership Requirements

### A. *Race and Alignment*

Must be non-evil and of Elven blood. Both Elves and Half-Elves may join.

The Grey Company considers themselves a separate government from Lord British's Britannia.

Consequently, as notoriety is a function of Lord British's laws, members are not required to maintain a positive title. However, non-evil notoriety is encouraged.

### B. *Elven Behavior*

Elves generally do not see Good and Evil in the absolute Black and White shades of Mortality, but rather their chaotic but moral mentality is indicative of a love of freedom, personal freedom, limited by a sense of personal responsibility for one's own actions.

### C. *The Elven Way*

Elves respect all life and each creature's basic right to coexist and should never take a life except to survive or in defense of one's own.

All Elves follow the way:

No Elf shall do intentional harm to another Elf, and except in a case where an Elf acts with malicious intent, he shall be helped by other Elves.

This pact protects all of Elven blood. Any Elf found to be in violation of the Way through action or inaction shall be cast out (N'Tel Quess).

### D. *Extra-Guild Membership*

A character's membership in the Grey Company shall be exclusive of membership in any other player-operated guild.

### III. Membership Application

The Grey Company requires its members to meet the highest standards. The initiation process is long and comprehensive to filter out those that do not exhibit the desired qualities.

#### A. Invitation

An Elf that exhibits qualities considered beneficial to the guild is invited to become an initiate by a current guild member, a sponsor. To encourage the sponsor to spend more time with their initiate, this member may only sponsor one initiate at a time.

It is the sponsor's responsibility to guide the initiate through the membership process and to train and evaluate that initiate. The sponsor becomes the primary point of contact between the initiate and the rest of the guild. The sponsor will have the following, mandatory duties.

- Arrange meetings between the initiate and the Council members.
- Train and equip the initiate. The sponsor does not have to do this entirely on his own, but he is responsible for arranging any assistance that might be required to accomplish this.
- Teach the initiate basic Elvish and role-playing skills, including breaking any initiates of the habit of dropping out-of-character.
- When, and if, the sponsor feels confident in the initiate's ability, it is the sponsor's duty to request a membership vote from the Council. This vote may not be called less than four weeks after the membership invitation.

As an option, if the sponsor believes strongly in the initiate, then, on his recommendation, the initiate may be added to the guildstone, before a membership vote is taken. This will give the initiate more of a sense of "belonging" and will help in training. If the initiate fails the membership vote he will be removed from the guildstone.

#### B. History

An application containing a role-playing history of the character must be posted in the guild's public message board, *The Silver Arrow Tavern*. (<http://www.grey-company.org/SilverArrow/>)

Character histories may occur in Toril (Forgotten Realms), Britannia or any other established role-playing environment. If the history does not occur in Britannia, the writer must provide a reasonable explanation of how the character arrived in Britannia.

Histories are judged primarily on originality. Only *significant* problems with grammar, spelling, etc. affect judgements.

The quality of the character history is a major factor in the admission process.

#### C. Interaction

While their application is processed, initiates should spend time with company members and other citizens of the community. Initiates are also encouraged to participate in or start their own Public Board discussions.

#### D. Council Interview

Once during the application process, the initiate is required to meet with the Council for an interview. This interview will allow the initiate to meet any Council members they have not already met and help the Council to determine the initiate's integrity.

#### E. Admission

Prior to voting on the application, comments from members regarding the initiate are requested through a guild-wide missive. To admit an initiate, a majority of Council members (discussed in Section VII.C) must approve the application. Upon admission, members are granted access to private areas of the guild.

## **IV. Membership Status**

### **A. Active**

A member shall be considered Active if they participate in Ultima Online, guild meetings or discussions at least once per three (3) consecutive months.

### **B. Inactive**

Any member in good standing who is not active for three (3) consecutive months shall be considered Inactive. Active status will be restored if the member simply informs the Captain of his/her return.

### **C. Retired**

Any member who ceases to maintain the minimum requirements for membership in the Company or is Inactive for over six (6) months shall be held as Retired from the company. Active status will be restored if the member meets the minimum requirements for membership and informs the Captain of his/her return.

### **D. Outcast (N'Tel Quess)**

Any member who becomes (or is held to be) Evil or who violates the accord of the Elven Way is held to be an Outcast and an enemy of the company and all good Elves everywhere.

## **V. Membership Revocation**

In the unfortunate case where a member is no longer worthy of membership, a guild vote can be taken to revoke the accused person's membership. This is used only as a last resort when every reasonable action has been attempted to resolve the situation.

### **A. Process Initiation**

The Council shall discuss and hold a majority vote of the Council members to decide when this process should begin and regarding whom.

### **B. Notice of Reasons and Defense**

The Council will send a formal notice to the accused stating the reasons the process has been initiated against the accused. The accused has one (1) week in which to formulate and send a statement back to the Council, defending their position, if they so choose.

### **C. Guild Vote**

A guild vote will be held over e-mail to decide whether to revoke the membership of the accused. Both the Notice of Reasons and the Defense Statement will be included with the vote request message. The Council reserves the right to censor portions of the defense statement that are willfully offensive and targeted at specific guild members.

The voting period will last two (2) weeks, barring exceptional difficulties. At least one-half (50%) of all responses must support the revocation for it to pass.

When the voting period ends, the voted decision takes effect immediately.

## **VI. Dress Uniforms**

Members who participate in in-game ceremonies may be requested or required to wear their dress uniform by the organizer of the ceremony. This uniform will consist only of a cloak dyed a particular shade of gray. This color can be obtained by using only a special dye tub in guild ownership. If a member needs a cloak dyed this color, they should contact an Officer to determine how to attain one.

Other attire worn to such ceremonies are at the discretion of the members.

## **VII. Positions and Responsibilities**

### **A. Company Command**

- Nikerym (Captain) – The Guild Master in all but name.
- Shaalth (First Lieutenant) – Assistant to the Captain. Commands in the Captain's absence.

### **B. Company Officers**

Members who display aptitude in the respective skills may be appointed to the following positions. Not all positions need to be filled at all times.

- Kiirar (Chronicler) – Records guild writings and makes them available to the public.
- Amandil (Priest) – A priest of Corellon Larethian. Handles religious guild events.
- Megiltura (Swordmaster) – Oversees the distribution of equipment to members and trains members in the arts of battle.

### **C. Council**

#### **1. Responsibilities**

The Council is a ruling body whose responsibilities are:

- Judging membership applications.
- Forming foreign policy.

#### **2. Composition**

The Council is composed of seven (7) members, which include all officers. The remaining Council positions are bestowed to other members at the Captain's discretion.

### **D. Appointments and Terms**

#### **1. Officers**

Officers are determined by a majority vote of the guild members. Officers remain in office until they wish to retire from the position, or a majority vote of the guild members calls for them to be removed.

#### **2. General Council Members**

Council members are appointed at the Captain's discretion. Under normal circumstances, they remain in office for one term. They can also be removed with a majority vote of the guild members, or when a new officer is appointed which increases the size of the Council. In the latter case, situations are to be resolved at the Captain's discretion.

#### **3. Terms**

Under normal circumstances, the Captain determines the length of terms. However, a majority of the guild can vote to end a term, which then initiates a new officer election process.

## **VIII. Guild Meetings**

### **A. Meeting Frequency**

Guild meetings are to be held at least once every three (3) consecutive months. Additional guild meetings may be called under the discretion of the Captain.

## **B. Protocol**

Participants of meetings are to follow the following protocol while the meeting is in session. These protocols may be overridden at the discretion of the Meeting Leader.

### **1. The Meeting Leader**

The highest-ranking officer or a member chosen by the highest-ranking officer present shall conduct the meeting.

### **2. Topic Process**

Each topic shall progress under the following process:

#### **a) Call for Discussion**

If a new topic has been presented to the Meeting Leader for discussion, and if the Meeting Leader determines that there is little or no opposition for or against the topic, a the Meeting Leader must issue a Call for Discussion. If three (3) members support discussing the topic, then the discussion shall proceed under the following process. If the Meeting Leader determines that there is significant opposition for or against the topic, this step will be omitted and Discussion of the subject shall begin.

#### **b) Discussion**

##### **(1) The Floor**

Only the member who is granted The Floor is permitted to speak on the current discussion topic. Additionally, the member may only speak on the current discussion topic. If the member who has The Floor digresses into other topics, the Meeting Leader may revoke the Floor from that member. The Floor is granted when the Meeting Leader calls on the member. All members who do not have the floor may not contribute to the conversation until they themselves are given The Floor. When the member has finished their comment, they should say “Done” to signify their release of The Floor. All side comments must be sent via private messages, such as ICQ-Messages or Whispering.

##### **(2) Requesting The Floor**

Those that wish to contribute to the current discussion topic must say “!” if they have a comment, or “?” if they have a question. Such requests will be recorded in a queue by the Meeting Leader. Said members may speak only when the Meeting Leader calls on them.

##### **(3) Conclusion of Discussion**

Discussion shall end when no other members have comments or questions to contribute to the current discussion topic, or if in the opinion of the Meeting Leader, any further discussion would be counter-productive.

#### **c) Voting or Postponement of Decision**

##### **(1) Postponement of Decision**

If the Meeting Leader or majority vote of the members determines that there has not been enough consideration of the discussion topic the Meeting Leader may postpone decision of the topic until the next meeting. Topics may be postponed a maximum of one (1) guild meeting.

##### **(2) Voting**

After Discussion has been completed, if the topic has not been postponed, the topic shall be voted upon.  
Each member receives one (1) vote. Each member may vote for or against the topic, or abstain.  
Most issues are determined by a majority vote.  
The Captain will vote only if a Tie-Breaker is required.

### 3. Changing Topics

Only the Meeting Leader may change the current discussion topic. Requests to change the subject must be sent privately to the Meeting Leader, either by ICQ-Messages or Whispering.

### 4. Violations

Members who flagrantly violate Protocol will be issued a warning by the Meeting Leader. Further Protocol violations will result in the ejection of the offending member from the meeting. The offending member may be allowed back into the meeting after two minutes. Further flagrant violations will result in permanent ejection from the current meeting.

## IX. Honors and Titles

### A. Officer Titles

All officers have the option of displaying their position as a title in Ultima Online.

### B. Ohtar Tel'iantdor (*The NeverWinter Title*)

All members of the Grey Company during the existence of NeverWinter Nights are awarded the title Ohtar Tel'iantdor. This title may not be displayed as a title in Ultima Online.

### C. Honors

#### 1. Overview

The Grey Company recognizes members who have made significant achievements in their trades and awards such members honorary titles memorializing such accomplishments. Honors may not be displayed as titles in Ultima Online.

#### 2. Skill Requirement

At most seven (7) days prior to taking the ability test, a candidate must send a screen-capture with the appropriate skills listed to a Council member who has agreed to test the candidate. The skills must be without magical or alchemical influence.  
A useful tool to save screen captures is the Ultima Online Screenshot Utility (<http://www.hh.ij4u.or.jp/~kmatuoka/uosu/indexe.html>). Images should be in the JPEG/JPG format to minimize file sizes.

#### 3. Ability Test

All ability tests must be conducted with the following minimum conditions:

- A Council member must witness the ability test throughout its duration. If the candidate is a Council member, then another Council member must witness.
- No other players may influence the ability test.
- The candidate may use only the skills and actions being tested.
- The candidate may not be under the influence of any magic or alchemy at any time during the test.

## 4. Specific Requirements

### a) Amandil (Healer)

#### (1) Skill Requirement

- 62 Skill in Healing
- 62 Skill in Anatomy
- 52 Skill in Magery
- 30 Skill in Alchemy
- 25 Skill in Veterinary

#### (2) Ability Test

Within six (6) consecutive attempts, the candidate must bandage two (2) wounded people.

### b) Cuar (Archer)

#### (1) Skill Requirement

- 72 Skill in Archery
- 72 Skill in Tactics
- 40 Skill in Bowcraft/Fletching
- 30 Skill in Lumberjacking

#### (2) Ability Test

The candidate must defeat an Orc of any variety under the following conditions:

- The Orc must be at full health at the beginning of this battle and not under the influence of player-cast spells.
- The Orc must be attacking the candidate during the entire battle.
- The candidate may fire a maximum of thirty (30) arrows.
- A non-magical, plain bow must be used.

### c) Ethir (Scout/Cartographer)

#### (1) Skill Requirement

- 72 Skill in Cartography
- 30 Skill in Hiding
- 40 Skill in Tracking

#### (2) Ability Test

Given five (5) blank maps, the candidate must produce two (2) world maps and one (1) town map.

### d) Istar (Mage)

#### (1) Skill Requirement

- 72 Skill in Magery
- 62 Skill in Inscription
- Complete Spellbook through all Eight circles. Two (2) additional screen shots must be sent to the testing Council member displaying the last four (4) circles.

(2) Ability Test

Within eight (8) consecutive attempts, the candidate must create two (2) portals using Gate Travel. The portals need not exist simultaneously.

**e) Kelvaser (Animal Friend)**

(1) Skill Requirement

- 72 Skill in Animal Lore
- 72 Skill in Animal Taming
- 30 Skill in Veterinary

(2) Ability Test

The candidate must tame three (3) wolves consisting of any combination of grey or timber within five (5) consecutive attempts.

**f) Karnacu (Bowyer)**

(1) Skill Requirement

- 72 Skill in Bowcraft/Fletching
- 52 Skill in Lumberjacking
- 40 Skill in Archery

(2) Ability Test

The candidate must produce a heavy crossbow, standard crossbow, and long bow within five (5) consecutive attempts.

**g) Lindar (Bard)**

(1) Skill Requirement

- 72 Skill in Musicianship
- 72 Skill in at least one of: Enticement, Peacemaking, Provocation
- 52 Skill in Enticement, Peacemaking, Provocation

(2) Ability Test

The candidate must perform the following actions:

- Entice a wolf.
- Provoke the wolf into attacking another wolf.
- End the fight using Peacemaking.
- The candidate may make a maximum of two (2) attempts of each step.

**h) Ohtar (Warrior)**

(1) Skill Requirement

- 72 Skill in at least one of: Swordsmanship, Mace Fighting, Fencing, or Wrestling
- 72 Skill in Tactics

(2) Ability Test

The candidate must be able to slay an Orc of any variety under the following conditions:

- The Orc must be at full health at the beginning of this battle and not under the influence of player-cast spells.
- The Orc must be attacking the candidate during the entire battle.
- The candidate must use only non-magical armor and weapons.

### **i) Ontar (Craftsman)**

#### (1) Skill Requirement

- 72 Skill in at least one of: Carpentry, Tinkering, Tailoring
- 52 Skill in at least one of Item Identification, Arms Lore

#### (2) Ability Test

None

### **j) Soorar (Ranger)**

#### (1) Skill Requirement

- 62 Skill in Tracking
- 62 Skill in Detecting Hidden
- 35 Skill in Hiding

#### (2) Ability Test

Within two (2) consecutive attempts, the candidate must track a person two (2) times for five (5) minutes each. The tracked person must walk through the forest and may not use hiding during the test.

### **k) Tano (Blacksmith)**

#### (1) Skill Requirement

- 72 Skill in Blacksmithy
- 62 Skill in Mining
- 30 Skill in Arms Lore

#### (2) Ability Test

None.

### **l) Taurdil (Druid/Alchemist)**

#### (1) Skill Requirement

- 72 Skill in Alchemy
- 52 Skill in Taste Identification

#### (2) Ability Test

Within four (4) consecutive attempts, the candidate must produce two (2) Greater Heal potions.

### **m) Wethril (Rogue)**

#### (1) Skill Requirement

- 62 Skill in Detecting Hidden
- 52 Skill in Lockpicking

- 52 Skill in Hiding
- 40 Skill in Snooping
- 40 Skill in Tracking
- 35 Skill in Stealing

(2) Ability Test

Within six (6) consecutive attempts, the candidate must disarm two (2) mechanically trapped containers. Additionally, within four (4) consecutive attempts, the candidate must hide three (3) times.

## **X. Elf-Friend Status for Non-Elves**

### **A. General**

As the sole official presence of Elven Society in Yew, the Grey Company reserves for itself the right to bestow the status of Elf-Friend upon those found worthy of such an honor.

### **B. Procedure**

A member must nominate a non-member to be named an Elf-Friend. The candidate will receive the honor if a unanimous vote of the active guild membership supports the action

### **C. Qualifications**

Elf-Friends must be non-evil, and not of Elven blood. Suggested traits may be the offering of great services in the cause of Elf-kind, or unswervingly good, non-biased, self-sacrificing conduct, with a view towards greater freedom.

### **D. Benefits**

Elf-Friends enjoy the friendship and fellowship of the Company at large.

## **XI. Amendments to the Charter**

Proposed amendments are to be presented to the Captain and First Lieutenant. At the next guild meeting, the issue will be voted upon by the membership.

### **A. October 7, 1998 Update**

1. Section I. B.

URL for additional history information changed from:

<http://homepages.nci2000.net/brisd/history> to  
<http://www.grey-company.org/Study/history>

2. Section I. C.

URL for official document location changed from:

<http://homepages.nci2000.net/brisd/charter> to  
<http://www.grey-company.org/Study/charter>

3. Section III. C.

The following paragraphs were added:

Once an applicant has a sponsor, it is the sponsor's responsibility to train and evaluate that applicant. The sponsor becomes the primary point of contact between the applicant and the rest of the guild. The sponsor will have the following, mandatory duties.

Arrange meetings between the applicant and the Council members.  
Train and equip the applicant. The sponsor does not have to do this entirely on his own, but he is responsible for arranging any assistance that might be required to accomplish this.

Teach the applicant basic Elvish and basic role-playing, including breaking any applicants of the habit of dropping out-of-character.

When, and if, the sponsor feels confident in the applicant's ability, it is the sponsor's duty to request a membership vote from the Council. This vote may not be called less than a month from the posting of the applicant's history.

As an option, if the sponsor believes strongly in the applicant, then, on his recommendation, the applicant may be added to the guildstone, before a membership vote is taken, as an Initiate. This will give the applicant more of a sense of "belonging" and will help in training. If the applicant fails the membership vote he will be removed from the guildstone.

### ***B. December 4, 1998 Update***

#### 1. Section III. A.

URL for Grey Company Public board changed from:  
<http://www.cavecreek.com/wolfsden/GreyCompany/Public/> to  
<http://www.grey-company.org/GreatHall/Public/>

### ***C. February 11, 1999 Update***

#### 1. Section VIII. C. 4. g. 1.

Lindar Honor skill requirement changed from "52 Skill in Musicianship" to "72 Skill in Musicianship"

### ***D. July 29, 1999 Update***

#### 1. Section III. A.

Text changed from:

"An application containing a role-playing history of the character must be posted in the guild Public Folder. (<http://www.grey-company.org/GreatHall/Public/>)"

to

"An application containing a role-playing history of the character must be posted in the guild's public message board, *The Silver Arrow Tavern*. (<http://www.grey-company.org/SilverArrow/>)"

### ***E. October 5, 2000 Update***

#### 1. Section III.

The application process was restructured and refined to define the applicant status. Specifically, Sections III.A and III.C have been moved into a new Section III.A. The Council Interview requirement was added. Several other modifications were made to the process.

#### 2. Section VI.

Minor clarifications in Council member terms were made.

## ***F. July 26, 2001 Update***

### 1. Section III.

The application process was restructured so membership is by invitation only. The term "applicant" has been replaced by "initiate". Obtaining a sponsor is now the first step in the membership process.

### 2. Section VI.

Added Elven translations to officer names.

## ***G. April 28, 2002 Update***

### 1. Section 5 Added.

Added Section 5, "Membership Revocation". All subsequent section numbers incremented by one.