



A PERSONAL MESSAGE FROM PASTOR RAY

Dear Bayside Family,

I don't send letters like this without a lot of thought. In fact, this is the only email like this I've sent in my 15 years as your pastor. Please read all of it and respond as quickly as you can. I have stunningly good news to share with you, but first, here is my concern.

The picture. There are thousands of families in our church and our community that are out of work and in desperate circumstances. Our community care and outreach programs are being stretched as the needs continue to rise. Last month, you responded to those needs with RADICAL GENEROSITY. You provided meals, clothing, and Christmas gifts to thousands of families in need. You volunteered over 4,000 hours to show our community God's love. I've never been more grateful to be your pastor.

The problem. While we've increased our giving to the community, our church income has remained the same. Because of your week-to-week faithfulness, and with some very good financial management, we've been able to stay close to budget all year. Until the last 2 weeks. The amount of income we have come to expect at year-end *just didn't happen*. Many of you gave generous and sacrificial year-end gifts, and I want to thank you from the bottom of my heart. But the fact is that we still find ourselves in need of a \$250,000 Miracle to meet our current budget.

Please read this end-of-the-year review and then take one of the 3 actions below. Your gifts truly do make a difference.

2009: A MONUMENTAL YEAR OF MINISTRY IN SPITE OF THE RECESSION. There's so much to share - I can only hit the highlights (maybe 5%) of how our church has served our community this year:

YOUR GIFTS ARE HELPING THOSE HIT HARDEST BY THE RECESSION

BAYSIDE CARE FUND - Last year, you helped over 2,500 families put food on the table and a roof over their heads



- **\$262,000 given out in food, clothing, gas vouchers, and to help pay for living expenses like rent, heating and lighting bills, car repairs and crucial medical procedures**

BAYSIDE GIVES BACK

- **\$102,000 raised at a church-wide garage sale to support 24 local organizations that are helping the poor**

FILL THE TRUCKS

- **48 tons of food donated to Placer County Food Bank**
- **48 semi trucks of furniture, household items, and clothing for the Salvation Army**

CHRISTMAS COMPASSION

- **4,000 gifts given to children**
- **185 families provided with Thanksgiving & Christmas meals**

CAREER COACHING

- **425 individuals registered for networking, coaching and encouragement to compete in the job market**

YOUR GIFTS HELP THOSE IN PERSONAL AND RELATIONAL CRISIS

COUNSELING – Community Care counselors provided over 4,000 counseling sessions – an increase of 25% with no additional staff

ONE2ONE – 1,500 people have been listened to and prayed for through this weekend prayer ministry

CELEBRATE RECOVERY – over 700 adults are finding freedom from addictive behaviors

LIFE HURTS, GOD HEALS – 200 students are being counseled and mentored to overcome addictions and destructive behavior

SUPPORT GROUPS - 700 people are involved in groups that help them deal with things like grief, cancer, divorce, blended families and crisis parenting

FINANCIAL COACHING – Crown Financial Ministries and Financial Peace University small groups are helping people get back on track financially

YOUR GIFTS LEAD TO TRANSFORMED LIVES

- **THOUSANDS of people raised their hands to begin a new relationship with Jesus Christ last year**

- **350 people were baptized**
- **6,000 adults are studying God's Word and doing life together in small groups**

YOUR GIFTS MAKE A DIFFERENCE AROUND THE WORLD

FAITH ALIVE CLINIC - **17,000 HIV/AIDS patients are seen every month**

CELEBRATE RECOVERY- **ministries launched in Nigeria and Colombia**

AGAPE INTERNATIONAL MINISTRY PARTNERSHIP - **rescuing and caring for the victims of Child Sex Trafficking in Cambodia**

MEXICO OUTREACH - **6 homes built, 1 roofing project completed**

FRESNO OUTREACH - **nearly 500 high school students and adults built homes and led outreach ministries**

COMPASSION INTERNATIONAL PARTNERSHIP - **1,200 children were sponsored and an estimated \$2.5 million will be poured into Africa, Colombia, and India over the next 5 years**

OPERATION CHRISTMAS CHILD - **556 gifts were sent to children overseas**

PEANUT BUTTER PROJECT - **Breakaway kids raised \$18,926.16 for children in Nigeria and Cambodia**

YOUR GIFTS ARE BEING MULTIPLIED!

30,000 people attended our Christmas Eve services and over 2,000 of them raised their hands to invite God into their lives!

Last weekend we saw overflow crowds (**yeah, in January**) and *WE BELIEVE 2010 COULD BE OUR BEST YEAR OF MINISTRY - EVER!* We aren't content to maintain the status quo, let alone start cutting ministry. But, we need all of us praying and all of us doing what we can financially to keep growing and reaching out to our community. In short, we need a \$250,000 MIRACLE!

There are 3 ways you can help *right now!*



1. Click [HERE](#) right now to give as large of a *one-time gift* as you can. Direct your

giving to "Tithes." If we all do what God leads us to do, we can be a part of something amazing!

2. Mail in your gift today.

Bayside Church

P.O. Box 2336

Granite Bay, CA 95746

3. Drop your check off at the church offices this week.

8211 Sierra College Blvd. Suite 440

Roseville, CA 95661

I've said it before, and I'll say it again because I mean it, you are the most generous church on the face of the planet! You always come through. I will be praying for you this week. Please pray for me. My message this weekend is "ONE LIFE - MAKE IT COUNT." It's about God's call to Radical Generosity in every area of our lives. You don't want to miss it.

Grateful to serve with you,

Ray

Bayside Church | 8191 Sierra College Blvd. Roseville, Ca 95661 | 916.791.1244 | ©2009 | All Rights Reserved | [Privacy Policy](#)

[Invite a Friend!](#)

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Bayside Church | 8191 Sierra College Blvd | Roseville | CA | 95661



----- Original Message -----

From: potapota@aol.com

To: fur@raleysexposed.com

Sent: Friday, January 15, 2010 4:53 AM

Subject: Re: Pastor Ray Johnston

After sending out emails about Ray Johnston's act of plagiarizing, I get this unbelievably naive response from a former member of a church associated with the Bayside Church. Or as my brother Jack put it "Begside Church."

Pastor Johnson got PERMISSION to use Pastor Warren's letter, or words to similar effect.

Using only the most important sentence in this person's email.



December

News & Views 12/30/09

30

Posted by [Pastor Rick Warren](#)

Wednesday, December 30, 2009

Dear Saddleback Family,

THIS IS AN URGENT LETTER unlike any I've written in 30 years. Please read all of it and get back to me in the next 48 hours.

I have thrilling news to share with you below but first some seriously bad news:

With 10% of our church family out of work due to the recession, our expenses in caring for our community in 2009 rose dramatically while our income stagnated. Still, with wise management, we've stayed close to our budget all year. Then... this last weekend the bottom dropped out.

On the last weekend of 2009, our total offerings were *less than half* of what we normally receive - leaving us \$900,000 in the red *for the year*, unless you help make up the difference today and tomorrow.



Please read this end-of-the-year review and then take one of the 3 actions below.

2009: A BANNER YEAR OF MINISTRY IN SPITE OF THE RECESSION

There's so much to share - I can only hit the highlights (maybe 5%) of how your church has served our community this year:

YOUR GIFTS HELP THE POOR & THOSE HURT MOST BY THE RECESSION:

- **Saddleback Food Pantry**- Your gifts are feeding 400 hurting families in our community each month. Over 2,000 different families received food assistance in 2009, thanks to your generosity and the help of over 250 volunteers.
- **Breakfast Together & Homeless Ministry**- Thousands of Saddleback volunteers are serving in the 6 locations hardest hit by poverty here south OC.
- **Financial Coaching**- With 10% of our congregation out of work due to the recession, this ministry exploded with growth in 2009.
- **Cars Ministry**- Received over 150 donated vehicles. Some were sold to pay for parts to refurbish the rest of the cars which were given to members struggling without transportation. All our mechanics volunteer their time.

YOU ARE HELPING THOSE WITH PERSONAL & RELATIONAL PAIN

- **Counseling**- Your 230 certified Saddleback counselors provided over 20,000 free counseling sessions to our community this year! Training for new counselors start in January. The need is so great.
- **Support Groups**- 193 volunteers lead these specialized small groups that focus on acute needs. We support everything from Alzheimer's and AIDS to Young Adults with Aspergers.

Information

Saturday

4:30 & 6:30 p.m.

Sunday

9:00* & 11:15 a.m.

4:30 & 6:30 p.m.

* ASL Interpreted

[More service times & directions](#)

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Recovery- During the recession, attendance at *Celebrate Recovery* has grown 35% after 27,000 participated in our 8 week *Life's Healing Choices Campaign Experience*. A new program for elementary kids, *Celebrate Station*, was launched. Over 12,000 other churches nationwide now use our Celebrate Recovery program.

- **Prayer Garden-** 6,720 people in crisis received warm, face-to-face attention and prayer through our Prayer Garden and Restoration Service. This does not include our counseling ministry.

YOU ARE HELPING CHANGE LIVES FOR CHRIST!

- **Baptisms** - 2803 people demonstrated their new life in Christ through baptism- the most in 30 years!
- **Joining our Family** - 4,026 attended Class 101 in 2009 - another 30 year record.
- **Prison Ministry** - *CR Inside* grew by 20 state representatives who are directing our work in jails, prisons & rehab facilities nationally. Every state will be covered by the end of 2010.

YOU ARE HELPING PEOPLE FIND GOD IN WORSHIP

There is so much going on with our worship ministries it would require 3 pages. Here are just a few activities you probably don't know about:

- **A 5th Saddleback campus opened in Laguna Woods** - Adding to our available services in San Clemente, Irvine, Corona, and Lake Forest. Our Lake Forest worship venues (Overdrive, Praise, Traditions, and others) continue to minister to tens of thousands of spiritually hungry people. 20 worship leaders have been mentored.
- **Saddleback's School of Music & Arts** - 472 students took weekly lessons with our ten instructors. Our children's choirs, involving hundreds of kids, did 20 outreach events in our community.
- **Guitarists in God (GIG) Ministry** - Over 50 guitarists volunteer to play at nursing homes, our motel ministry to the homeless, urban outreaches, and Bible studies on our campus and in homes. A new credentialing program will launch in 2010.
- **Purpose Driven Radio** - Began in 2009 on the Internet, offering 24 hour a day music, daily devotionals, children's programming, and more. You can hear it [HERE](#).
- **Our Ohana Band & Hula Team** - (Island music) serve the community as Saddleback ambassadors.

YOU ARE HELPING PEOPLE GROW SPIRITUALLY

- **Small Groups** - The heart and soul of our church family grew to over 4,000 adult groups, meeting in almost every city in Southern California. We're testing 26 online groups. *Talk It Over*, our small group studies based on the weekend messages were downloaded **53,893 times** for use by groups. Our groups speak over 20 languages.
- **Our online Spiritual Growth Center** - was used 44,716 times. All our Bible studies set records for growth.
- **Married Life Pathway** - 2,704 people took advantage of our programs for couples to strengthen their marriages in 2009.
- **Our Children's, Jr. High, Senior High & College Ministries** - We are shaping thousands of young lives and exploding with record growth. High school ministry doubled in the last year after we opened the Refinery.

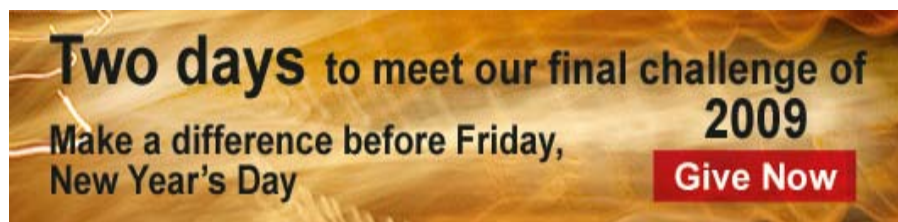
YOU ARE MAKING A HUGE INTERNATIONAL IMPACT!

- **PEACE Plan & Purpose Driven Leadership Training Worldwide** - It would require a book to tell you all your church is doing to Promote reconciliation, Equip leaders, Assist the poor, Care for the sick, and Educate the next generation. No other local church on earth has the international reach that Saddleback does. Over 8,000 Saddleback members have served in 139 countries. PEACE Teams are already planned to serve in the remaining 58 nations of the world in 2010.

READING JUST THIS SHORT LIST

It's obvious that your giving through your church family is providing more *"bang for the buck"* than anything else you could support. It is no wonder that our ministry was named the **top religious newsmaker of 2009** as reported by Associated Press.

YOU CAN HELP SAVE THE DAY 3 WAYS BEFORE JAN 1



1. Click [HERE](#) right now to and give as large an end-of-the-year gift as you can to help avert this crisis. If we all do what God leads us to do, we'll all be a part of a miracle.
2. Mail in your gift today. Gifts must be postmarked in 2009 to be posted as 2009 gifts for tax purposes. Mail to: 1 Saddleback Parkway, Lake Forest, CA 92630.
3. Drop your gift in the box at the front door of the Ministry Center at 1 Saddleback Parkway so you know for certain we get it TODAY or Thursday.

Saddleback is the most generous church family I know. You have always come through when asked. Now, you can make a difference, and help us continue serving so many. If we all do our part, we'll end this year in the black and start the new decade with high hopes!

I love you so much. It is a deep privilege to be your pastor. I will be teaching again this weekend and writing to you about the lessons I've learned in 2009. If you missed [Radical Hope](#) this last weekend, I urge you to watch it on line. I'll see you this weekend!

Pastor Rick

Rick Warren
Saddleback Church
Purpose Driven Network
P.E.A.C.E. Coalition
TWITTER [@RickWarren](#)

Rick Warren Takes In \$2.4 Million After Donations Plea

| 01/ 3/10 07:40 AM | **Ap**



WHAT'S YOUR REACTION?

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Important

Funny

Typical

Scary

Outrageous

Amazing

Innovative

Finally

Read More: [Rick Warren](#), [Rick Warren Donation Plea](#), [Rick Warren Donations](#), [Rick Warren Plea For Donation](#), [Rick Warren Saddleback](#), [Saddleback](#), [Warren Saddleback](#), [Politics News](#)

Source: Huffington Post



LAKE FOREST, Calif. — Evangelical pastor Rick Warren's plea for donations to fill a \$900,000 deficit at his Southern California megachurch brought in \$2.4 million, Warren announced to cheers during a sermon at the church on Saturday.

Warren said the amount raised after the appeal was posted online Wednesday included only money parishioners brought in person to Saddleback Church by New Year's Eve. More was arriving by hand and by mail, he said.

"This is pretty amazing," said Warren, who made the announcement by bringing out 24 volunteers each holding a sign for \$100,000. "I don't think any church has gotten a cash offering like that off a letter."


Ray's \$250,000 Email

Wednesday, January 13, 2010 11:41 PM

From: "Jack Nordby" <jacknordby@hotmail.com>
 To: "Ray Johnston" <rayj@baysideonline.com>



Dear Bayside Church,

It has been brought to my attention that Pastor Ray Johnston has crossed an ethical line when it comes to biblical principles in his recent email letter to the Bayside Church Family. Was Ray inspired by the Holy Spirit when writing to his "Bayside Family" in his plea for \$250,000

or was he inspired by the success of Rick Warren's recent letter to the Saddleback Church?

His letter plagiarizes the letter of Rick Warren from Saddleback Church.

To plagiarize according to Merriam-Webster Online Dictionary is to:

steal and pass off (the ideas or words of another) as one's own

Compare the following statements made in both letters.

Rick Warren's newsletter dated December 30th, 2009 is in blue text.

Ray Johnston's email to Bayside members dated January 12, 2010 is in green text.

Rick Warren writes this on 12/30/09:

This is an urgent letter unlike any I've written in 30 years.

Ray Johnston writes this on 01/12/10:

I don't send letters like this without a lot of thought. In fact, this is the only email like this I've sent in my 15 years as your pastor.

Not much thought but perhaps a lot of copying and pasting.

Rick Warren writes this on 12/30/09:

Please read all of it and get back to me in the next 48 hours.

Ray Johnston writes this on 01/12/10:

Please read all of it and respond as quickly as you can.

Rick Warren writes this on 12/30/09:

I have thrilling news to share with you below but first some seriously bad news:

Ray Johnston writes this on 01/12/10:

I have stunningly good news to share with you, but first, here is my concern.

Rick Warren writes this on 12/30/09:

Please read this end-of-the-year review and then take one of the 3 actions below.

Ray Johnston writes this on 01/12/10:

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Rick Warren writes this on 12/30/09:

2009: A BANNER YEAR OF MINISTRY IN SPITE OF THE RECESSION. There's so much to share - I can only hit the highlights (maybe 5%) of how your church has served our community this year:

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Rick Warren then writes all about what the church's ministries have been doing.

Ray Johnston then writes all about what the church's ministries have been doing.

Rick Warren writes this on 12/30/09:

YOUR GIFTS HELP THE POOR & THOSE HURT MOST BY THE RECESSION:

Ray Johnston writes this on 01/12/10:

YOUR GIFTS ARE HELPING THOSE HIT HARDEST BY THE RECESSION

Rick Warren writes this on 12/30/09:

1. Click [HERE](#) right now to and give as large an end-of-the-year gift as you can to help avert this crisis. If we all do what God leads us to do, we'll all be a part of a miracle.
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2. Mail in your gift today.
Bayside Church
P.O. Box 2336
Granite Bay, CA 95746
3. Drop your check off at the church offices this week.
8211 Sierra College Blvd. Suite 440
Roseville, CA 95661

Rick Warren writes this on 12/30/09:

Saddleback is the most generous church family I know. You have always comes through when asked.

Ray Johnston writes this on 01/12/10:

I've said it before, ...you are the most generous church on the face of the planet! You always come through.

The pastor said he planned to talk about what he called his church's "radical generosity" in the rest of the weekend's sermons. Quote from The Huffington Post Dated 01/03/10

Ray Johnston writes this on 01/12/10:

It's about God's call to **Radical Generosity** in every area of our lives. You don't want to miss it.

This email is not sent to shake your faith because we all know that our faith is in Jesus Christ. It is sent to question the inspiration and motivation of Ray Johnston. Is he being inspired by God or is he just trying to introduce unscriptural financial practices at Bayside? Rick Warren's plea was for \$900,000. They got \$2.4 million instead. Ray Johnston's plea is for \$250,000, is he hoping for over \$1 million dollars? I do not see anything in scripture that closely resembles these pleas.

What "in the world" was Ray thinking when he decided to do this to the Bayside family? With these kind of unscrupulous practices, Bayside's finances should be held under a microscope and examined with a fine tooth comb. What should Ray Johnston do? Ray should publicly apologize to the membership. He should apologize to Rick Warren for plagiarizing his letter. Then he should resign.

He sent out a follow up email concerning the disaster in Haiti. If he gives 10% to disaster relief there, then he will still be short of his \$250,000 goal. If you want to help Haiti, give directly to World Vision.

To see both letters from Warren and Johnston click the link below.
http://i.b5z.net/i/u/1350838/i/Ray_the_man.pdf

Your E-mail and More On-the-Go. Get Windows Live Hotmail Free. [Sign up now.](#)



FW: To the Bayside Family

Tuesday, January 12, 2010 7:49 PM

From: "Jack Nordby" <jacknordby@hotmail.com>
To: "Frank Nordby" <fsn778@yahoo.com>

Here is the begging
We will call it Begside church



Date: Tue, 12 Jan 2010 22:06:57 -0500
From: bayside@baysideonline.com
To: jacknordby@hotmail.com
Subject: To the Bayside Family

Having trouble viewing this email? [Click here](#)

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A PERSONAL MESSAGE FROM PASTOR RAY

Dear Bayside Family,



I don't send letters like this without a lot of thought. In fact, this is the only email like this I've sent in my 15 years as your pastor. Please read all of it and respond as quickly as you can. **I have stunningly good news to share with you, but first, here is my concern.**

The picture. **There are thousands of families in our church and our community that are out of work and in desperate circumstances. Our community care and outreach programs are being stretched as the needs continue to rise. Last month, you responded to those needs**

Does Ray Johnston sound like Rick Warren?



File Edit View Tools Message Help

Reply Reply All Forward

From: Fur <fur@raleysexposed.com>;
Date: Wednesday, January 13, 2010 8:07 AM
To: DaveC@Baysideonline.com <DaveC@Baysideonline.com>; jimh@Baysideonline.com <jimh@Baysideonline.com>; kimj@baysideonline.com <kimj@baysideonline.com>; rayj@baysideonline.com <rayj@baysideonline.com>;
Cc: Cheryl - Sacramento Dell <cdell@sacbee.com>; gary pruit <qpruit@mcclatchy.com>; stephenraley@earthlink.net <stephenraley@earthlink.net>; ntownsen@raley.com <ntownsen@raley.com>; abelincoln1862b@gmail.com <abelincoln1862b@gmail.com>; menkoji@sacbee.com <menkoji@sacbee.com>; jteel@raley.com <jteel@raley.com>; mteel@raley.com <mteel@raley.com>; jack Nordby <jacknordby@hotmail.com>; fsn778@yahoo.com <fsn778@yahoo.com>; "Casey Kirk" <casey@sacramentoexpress.com>;
Subject: Does Ray Johnston sound like Rick Warren?

Hey Bayside Church, the words are different, but the message remains the same. Click on image below to open up PDF file...Frank

From: franknordby@raleysexposed.com

Dear Ray Johnston,

January 16, 2010

So, how much money have you pulled in so far by using Rick Warren's donation plea idea? Is it much higher than you expected just like Warren experienced? Somebody emailed me stating Rick Warren gave you permission to use his letter. They said it happens all the time. Is that how you and Bayside Church are going to downplay your plagiarizing Warren's letter?

Hey if Warren gave you permission, maybe Warren should hold a press conference telling pastors all over America to just use his letter if they are in need of money so they can get even a lot more than what they are hoping for seeing it was so successful for him.

Warren can also tell all pastors not to worry about plagiarizing his letters because this is all just a game.

Pastor, are you going to publicly apologize and resign from your position? I sure would if I got caught being dishonest.

Sincerely, Frank Nordby

cc: many others

RADICAL
Generosity

Stamp

To:

**Granite Bay Municipal
Advisory Council**

P.O. Box 2451,

Granite Bay, CA 95746

Now I understand why you never responded to Jack Nordby's letters. It's because you are an unethical man masquerading as a man of God. And you're good at it!

CLICK HERE TO
**GIVE
NOW**

\$100,000 REWARD TO PROVE HIM WRONG!



Source: Ray Johnston's email letter

Pastor, all you needed to do to obtain \$100,000 was prove Charles Nordby wrong. Then all you would need is \$150,000 to reach the \$250,000 goal.

How does it feel to have God expose you using a Nordby?

*A PERSONAL MESSAGE FROM PASTOR RAY
or Pastor Rick?*

Dear Bayside Family,

I don't send letters like this without a lot of thought. In fact, this is the only email like this I've sent in my 15 years as your pastor. Please read all of it and respond as quickly as you can. I have stunningly good news to share with you, but first, here is my concern.

L.A. NOW

SOUTHERN CALIFORNIA — THIS JUST IN

From the metro staff of the Los Angeles Times and...

KTLA 5 NEWS FOX 5
SAN DIEGO

***O.C. pastor asks for \$900,000, receives \$2.4 million**

January 2, 2010 | 10:47 pm

Source: LA Times and KTLA 5NEWS

*** Rick Warren**

I get sick to my stomach just looking at your face.

Man of God? Or just an unethical man caught plagiarizing another pastor's letter?

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OUR MISSION

We partner as ONE FAMILY to serve ONE LORD on ONE MISSION, for the transformation of individuals, families and communities. [Learn more about the USMB >>](#)



Plagiarism in the Pulpit

What do we do when pastors steal sermons?

By Cory Seibel

It was a sad day in late 2004 as members of a North Carolina megachurch learned of their pastor's resignation. A member of the church's board had discovered that this prominent leader, formerly a key figure within the Promise Keepers movement, had been preaching sermons stolen from other pastors. The pastor cited the emptiness that had accompanied a slow spiral into depression as his reason for using other preachers' material over a two-year period. The loss of credibility and trust this revelation created cost him his pastorate.

Plagiarism is a serious matter. Plagiarism is defined simply as taking ideas from someone else and presenting them as one's own. In essence, it is a form of stealing and is widely viewed as a serious ethical infraction. Schools, publishers and many professional fields have clear standards designed to prevent this sort of impropriety.

If these ethical standards are taken so seriously in the arenas in which church members work, is it not reasonable to expect that the individuals occupying the pulpit will exercise at least as much care in upholding them? Furthermore, truly faithful pastoral sermons are born out of pastors' actively grappling with the Word of God, their own hearts and the lives of their congregations. It is not enough for them merely to import a sermon from outside this context.



This being said, while we may have good cause to question the practice, it is not plagiarism for a pastor to preach someone else's sermon if they clearly state what they are doing. For example, Rick Warren invites other pastors to preach sermons he has created, but asks that they be up-front with their congregations about borrowing his material. However, plagiarism occurs when a pastor preaches the entirety or significant portions of a message originally produced by someone else without crediting the original source.

Plagiarism also occurs when pastors borrow significant thematic elements, stories or direct quotes from other sources and attempt to pass them off as their own. In doing this, pastors essentially deceive their congregations by presenting a false image of who they are or the work they have done. It truly is important for pastors to take the few additional seconds necessary to mention who they have borrowed the idea from. This sort of thing should matter dearly in our understanding of what it means for Christian leaders to be "above reproach" (I Tim. 3:2).

So why might Christian leaders choose to plagiarize?

It is possible that a pastor might simply be unaware of the inappropriateness of using material created by others in the ways described above. However, it is difficult to imagine a pastor completing seminary and still being unaware of this issue.