

Welcome to the Wings CRS Family!

Aloha and welcome to the Wings CRS Ohana! We're thrilled to have you and your family join our team. We've adopted the Hawaiian word "Ohana" which means everyone is family and at Wings CRS, our Talent & Culture Success Guide and our Ohana Guide offices are dedicated to ensuring you feel warmly welcomed and well-integrated into both the Wings CRS community and the vibrant local communities surrounding our Global Operations Center.



This welcome package is thoughtfully designed to provide comprehensive details and resources to help you choose a suitable community within a comfortable 30-mile radius of our Global Operations Center. Inside, you'll find extensive information on neighborhoods, schools, medical facilities, recreation areas, restaurants, essential services, and much more to simplify your transition.

Our Ohana Guide team is committed to personally assisting you every step of the way. We understand moving and settling into a new community involves significant adjustments, so please do not hesitate to reach out. We're here specifically for you and your family, ready and eager to support your journey and ensure your experience is seamless and enjoyable.

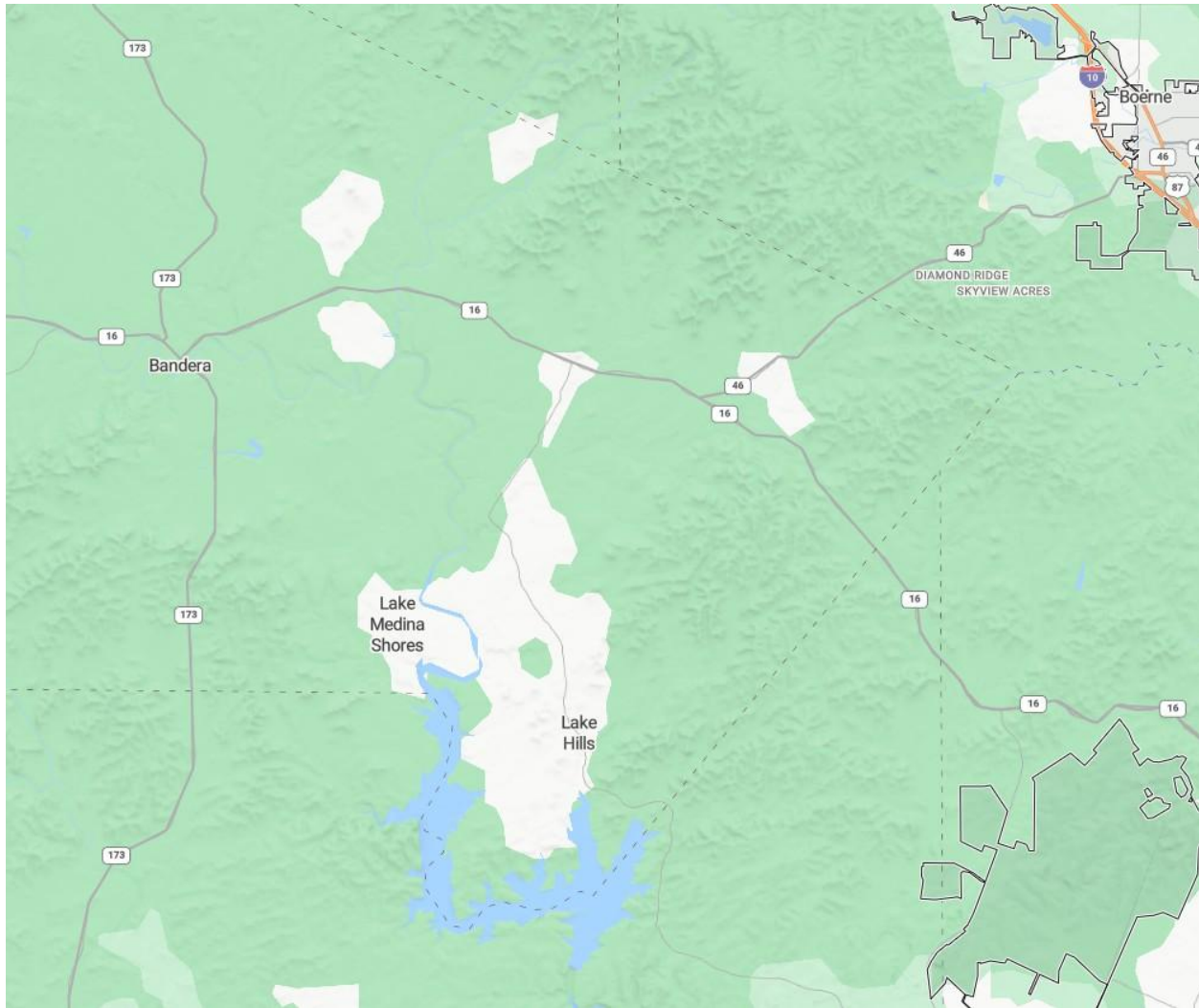
Welcome aboard! We're delighted to support you and your family in making Wings CRS your new home.

Zone 2: Bandera & Medina Lake Area Zone

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Zone 2: Bandera & Medina Lake Area Zone

*Includes ZIP codes: **78003 (Bandera)**, **78063 (Pipe Creek/Lakehills)** – covering Bandera city, Lakehills, Pipe Creek, and nearby Bandera County communities. (Note: Portions of 78063 extend into far N Medina County around Medina Lake.)*



Overview – Bandera & Medina Lake Zone

History: Bandera, founded in 1853 on the Medina River, is known as the “Cowboy Capital of the World.” It was a staging area for 1860s cattle drives and still celebrates Western heritage through rodeos and dude ranches. The town’s Main Street has preserved frontier-era buildings and honky-tonks. Lakehills and Pipe Creek grew later as lake resort and rural residential communities near **Medina Lake** (a reservoir created in 1913).

Climate: Similar to Boerne’s humid subtropical climate – hot summers and mild winters. This western zone is slightly drier and warmer. Medina Lake moderates microclimate slightly. Summer highs ~95°F; winter lows ~35–40°F. Rainfall averages ~30 inches/year, and droughts periodically lower Medina Lake levels.

Demographics: Bandera (ZIP 78003) has **~8,940 residents** zipdatamaps.com in the greater area, but the City of Bandera itself is tiny (~900 people). The population is ~80% White, ~18% Hispanic zipdatamaps.com. Many retirees and ranching families live here. **78063**

(Pipe Creek/Lakehills) population ~10,309 zipdatamaps.com, scattered around Medina Lake’s shores. Growth is modest or declining (78063 saw a –6.6% population change) zipdatamaps.com as some lake communities ebb with lake levels. The community is predominantly White (~80%) with ~19% Hispanic zipdatamaps.com.

Crime: Crime rates are low. Bandera County Sheriff’s Office handles law enforcement. Bandera city sees occasional tourist-related disturbances (particularly on rodeo weekends), but overall violent crime is rare. Rural property crimes (theft, vandalism) occur infrequently. Lakehills/Pipe Creek areas are peaceful, with tight-knit rural neighborhoods and volunteer constables. Bandera employs a Marshal for city law enforcement.

Housing Costs: Housing is relatively affordable. Bandera County’s median home value is around **\$265,000** (as of mid-2020s) – e.g., the median in 78063 was ~\$265,400 zipcodes.com unitedstateszipcodes.org. Many homes are ranch-style or cabins. Bandera city has older modest homes; Lakehills has lake cottages and newer custom homes with lake views. Housing demand spikes during good lake years. Rental options are limited (some short-term vacation rentals). Overall costs are rising but remain lower than Boerne/San Antonio.

Average Wages & Earnings: This zone is less affluent. **Median household income** in Bandera ZIP 78003 is about **\$63,064** zipdatamaps.com. In 78063 it’s ~\$70,000 zipdatamaps.com, indicating many middle-income retirees and workers. Employment is concentrated in tourism (dude ranches, shops), county government, and services. Many residents commute to Boerne or San Antonio for higher-paying jobs. Unemployment hovers around 4–5%. The cost of living is lower, so wages stretch further. Notably, Bandera ISD and the hospitality sector are major employers.

Government & Public Services (Zone 2)

Office / Service	Address	Phone	Website
Bandera City Hall – City Government	511 Main St, Bandera, TX 78003	(830) 796- 3765	banderatx.gov banderatx.gov
Bandera County Courthouse & Offices	500 Main St, Bandera, TX 78003	(830) 796- 4606	banderacounty.org banderacounty.org
Bandera County Sheriff’s Office	3360 State Hwy 173 N, Bandera, TX 78003	(830) 796- 3771 (Disp.)	banderacounty.org/so
Bandera Marshal’s Office (City Police)	511 Main St, Bandera, TX 78003	(830) 460- 7172	banderatx.gov/Marshal banderatx.gov
Lakehills Area Library	7200 FM 1283, Lakehills, TX 78063	(830) 751- 2777	lakehillslibrary.org

Office / Service	Address	Phone	Website
Pipe Creek Post Office (USPS)	8870 Hwy 16 S, Pipe Creek, TX 78063	(830) 510-6121	USPS – Pipe Creek
Bandera Post Office (USPS)	1201 Pecan St, Bandera, TX 78003	(830) 796-3333	USPS – Bandera
Bandera County Public Library	515 Main St, Bandera, TX 78003	(830) 796-4213	banderalibrary.org
Bandera County Courthouse Annex (Lakehills)	131 County Rd Snapshot, Lakehills, TX 78063	(830) 612-2971	County Satellite Office (tax payments, etc.)

(Volunteer fire departments serve this zone: Lakehills VFD, Bandera VFD, Pipe Creek VFD. Emergency Medical Services are provided by Bandera County EMS.)

Medical Services

Facility / Clinic	Address	Phone	Website/Notes
Bandera Family Practice Clinic – Primary Care	1050 State Hwy 16 S, Bandera, TX 78003	(830) 796-7713	Comprehensive family medicine yelp.com
Bandera Medical Clinic	1209 Cypress St, Bandera, TX 78003	(830) 796-3048	Family practice (Yelp ★★★★★) yelp.com
Innovative Urgent Care & Family Health (Bandera)	1050 State Hwy 16 S (Ste 2), Bandera, TX 78003	(830) 331-2391	innovativeuc.com – Urgent care in Bandera innovativeuc.com
Medina Regional Hospital (nearest ER)	3100 Ave E, Hondo, TX 78861 (Medina Co.)	(830) 426-7700	medinahealth.org – 30 miles south (serves Bandera County).
Lakehills Medical Clinic	146 Laurel Vista Dr, Lakehills, TX 78063	(830) 751-3700	Rural health clinic (limited hours).
Hill Country Mental Health Center (Bandera Co.)	702 Buck Creek Dr, Bandera, TX 78003	(830) 460-7300	hillcountry.org – Counseling, psychiatric services.

(For emergencies in Bandera, ambulances often stabilize patients at local clinics or Medina Regional Hospital. AirLIFE helicopter service can transport critical cases to San Antonio.)

Educational Institutions

- **Bandera Independent School District (Bandera ISD) – District Office:** 815 Pecan St, Bandera, TX 78003; (830) 460-3890. Public schools:
 - *Bandera High School*, 474 Old San Antonio Hwy, Bandera, TX 78003; (830) 460-3898 [har.com](http://www.bisdschools.com).
 - *Bandera Middle School*, 1005 Cherry St, Bandera, TX 78003; (830) 460-3899.
 - Alkek Elementary (Bandera) and Hill Country Elementary (in Pipe Creek).
 - Bandera ISD serves the entire county, including Lakehills/Pipe Creek.
- **Private/Charter:** *Living Rock Academy* – 2500 Bulverde Rd, Bulverde, TX 78163; (830) 387-2929 (though in Comal Co., some Bandera area students attend). In Bandera, no major private K-12 school; students may go to Kerrville or Boerne for private education.
- **Homeschool:** Bandera County Home Learners is an informal network for homeschooling families (contact via Bandera Library).

There are no colleges in Bandera County. Students typically attend Alamo Colleges in San Antonio or Schreiner University in Kerrville. Bandera ISD offers vocational programs (agriculture, welding, hospitality reflecting the local ranching/tourism economy).

Grocers & Retailers

Store	Address	Phone	Notes
Bandera General Store – Grocery & More	3540 Hwy 16 S, Bandera, TX 78003	(830) 796-3700	Small-town general store (groceries, feed, hardware).
Lowe’s Market (Bandera Foods)	907 Main St, Bandera, TX 78003	(830) 796-4221	Regional grocery chain, full supermarket in town.
Dollar General (Bandera)	441 Hwy 16 S, Bandera, TX 78003	(830) 460-7950	Basic staples and household goods.
Lakehills Food Mart (Grocer)	1011 FM 1283, Lakehills, TX 78063	(830) 751-2727	Convenience grocery near Medina Lake.
Bandera Hardware & Supply	1102 Cedar St, Bandera, TX 78003	(830) 796-33XX	Hardware, ranch supplies (local store).
Lowe’s Market (Pipe Creek) – <i>groceries</i>	10091 FM 1283, Pipe Creek, TX 78063	(830) 510-2006	Small supermarket serving Pipe Creek/Lakehills.
Bandera Drugs & Compounding Pharmacy	1201 Pecan St, Bandera, TX 78003	(830) 796-3321	Independent pharmacy and sundry items.
Family Dollar (Lakehills)	14743 PR 37, Lakehills, TX 78063	(830) 612-2300	Discount general merchandise.

Bandera’s downtown also features Western wear shops (e.g., **Bandera General Store on Main** doubles as a souvenir/ice cream parlor), antique stores, and feed stores like *Hill*

Country Feed & Hay (354 HWY 16 N). For major retail like Walmart or H-E-B, residents drive to Boerne or Helotes.

Restaurants

- **OST Restaurant (Old Spanish Trail)** – 305 Main St, Bandera, TX 78003. *Bandera icon since 1921, known for chicken-fried steak and ranch decor (including a cowboy saddle bar stool).* Phone: (830) 796-3836.
- **11th Street Cowboy Bar** – 307 11th St, Bandera, TX 78003. *Famous honky-tonk and BBQ spot – patrons grill their own steak on Wednesday “steak night.”* (830) 796-4849.
- **Busbee’s Bar-B-Que** – 702 Main St, Bandera, TX 78003. *Texas BBQ joint known for brisket.* (830) 460-0000.
- **Mi Pueblo Mexican Restaurant** – 706 Main St, Bandera, TX 78003. *Family-run Tex-Mex.* (830) 460-5200.
- **El Jacalito (Lakehills)** – 11505 PR 37, Lakehills, TX 78063. *Mexican fare near Medina Lake.* (830) 751-2525.
- **Chicken Coop** – 402 Main St, Bandera, TX 78003. *Homestyle American diner, fried chicken specialty.* (830) 796-4722.
- **Red Horse Saloon** – 2440 Hwy 16 N, Bandera, TX 78003. *Rustic bar & grill, live music on weekends.* (830) 796-3825.
- Chain options are few; there’s a **Sonic Drive-In** (715 Main) and **Domino’s Pizza** in Bandera. Most dining is local and Western-themed, enhancing Bandera’s cowboy ambiance.

Sports Organizations & Recreation (Youth and Adult)

- **Bandera Little League** – Youth baseball/softball league. Home field at Bandera Little League Park (on Old San Antonio Hwy, next to Bandera High). Season runs spring and fall.
- **Bandera Youth Football & Cheer** – “Bandera Bulldogs” youth football (ages 5–12) playing in a Hill Country league, games at Bandera ISD fields.
- **Hill Country Cowboys Youth Rodeo** – Local kids participate in rodeo events (mutton bustin’, barrel racing, roping). The **Ridin’ the River Cowboy Fellowship** arena (5767 Hwy 173 N) hosts youth rodeos and playdays.
- **Bandera Boys & Girls Club** – 715 Maple St, Bandera, TX 78003; (830) 796-8109. After-school and summer programs, including sports, for youth.
- **Gyms/Fitness:** *Western Trail Antiques & Gym* (dual-purpose gym on Main St), and *CrossFit Bandera* (1011 Birch Dr).
- **Adult Recreation:** Bandera has **horseshoe and washer pitching** leagues at City Park. Many residents ride horses – **Bandera County Rodeo Association** organizes rodeos at Mansfield Park Arena (2886 Hwy 16 N).

Recreation Areas & Facilities

- **Medina Lake** – Large reservoir popular for boating, fishing (bass, catfish), swimming, and camping. Public access at **Medina Lake County Park** (tripoint of PR 37 & Park Rd 37 in Lakehills) with boat ramps and picnic areas.
- **Bandera City Park** – Along the Medina River, 1102 Maple St, Bandera, TX. *75-acre park under cypress trees, with swimming and tubing in the river, picnic sites, and a baseball field.* Day use small fee.
- **Hill Country State Natural Area** – 10600 Bandera Creek Rd, Bandera, TX 78003. *Over 5,000 acres of rugged trails for horseback riding, hiking, and primitive camping, 10 miles southwest of Bandera.* (830) 796-4413.
- **Mansfield Park** – 2886 Hwy 16 N, Bandera. *County park with rodeo arena, fairgrounds (hosts the annual Bandera County Rodeo and 4th of July events), RV sites, and hiking trails.*
- **Flying L Ranch Resort** – 675 Flying L Dr, Bandera, TX 78003. *Resort with an 18-hole golf course, water park (seasonal), and nightly Western entertainment open to the public.*
- **Lakehills Civic Center & Park** – 11225 PR 37, Lakehills. *Community center with playground, and hosts the Medina Lake Cajun Festival each September.*
- **Frontier Times Museum** – 510 13th St, Bandera, TX 78003. *Small museum preserving Bandera’s frontier and cowboy history.* (830) 796-3864.
- **Medina River** – The Medina River flowing through Bandera is a local recreation hotspot for **tubing** in summer. City Park and **Ben’s Riverside Landing** provide tube rentals.

(This zone offers authentic Hill Country outdoor recreation – from rodeo ridin’ to lake fishing. Many ranches also offer horseback riding and dude ranch experiences for visitors.)

Job Placement & Workforce Resources

Resource	Address	Phone	Website/Notes
Workforce Solutions Alamo – Bandera Career Center	803 Buck Creek, Bandera, TX 78003	(830) 796-6164	workforcesolutionsalamo.org – Bandera satellite office careeronestop.org (open limited days).
Bandera County Texas Workforce (TWC)	<i>Same as above (partners with WSA)</i>	(830) 460-3030	Assistance with unemployment claims, job matching.
Bandera EDC & Chamber of Commerce – Job Listings	331 Main St, Bandera, TX 78003	(830) 796-3280	banderachamber.com – local job postings in tourism, ranch jobs.
Alamo College District – Bandera ISD Continuing Ed	474 Old San Antonio Hwy,	(830) 460-3898	Partnership offering adult GED and workforce training classes at Bandera HS (evenings).

Resource	Address	Phone	Website/Notes
	Bandera, TX 78003		
Goodwill Career Center (Helotes) <i>nearest full-service</i>	12132 Bandera Rd, Helotes, TX 78023 (30 mi E)	(210) 271-8800	Job search help and training (requires trip to Helotes).

Job opportunities in Bandera are often seasonal (summer tourism) or part-time. Workforce Solutions' Bandera office (Buck Creek) is open a couple days a week for job seeker services [facebook.com](https://www.facebook.com/workforcesolutionsbandera). Many residents rely on word-of-mouth for ranch and service jobs. The Texas Workforce Commission's online system lists available jobs in the area (common openings: LVN at local clinics, park rangers, restaurant staff, etc.). Bandera's small size means networking at local gatherings (e.g., at the Chamber's monthly meetups) is a key job-finding method.