

Ascension Saint Thomas Behavioral Health Hospital

**Implementation Strategy for the 2024 CHNA
Davidson and Williamson Counties, Tennessee**



Ascension



The purpose of this Implementation Strategy (IS) is to describe how the hospital plans to address prioritized health needs from its current Community Health Needs Assessment (CHNA). The significant health needs the hospital does not intend to address are identified, and a rationale is provided. Special attention has been given to the needs of individuals and communities at increased risk for poor health outcomes or experiencing social factors that place them at risk.

Hospital Legal Name: Cumberland Behavioral Health, LLC (Ascension Saint Thomas Behavioral Health Hospital)

Hospital Address: 300 Great Circle Road, Nashville, TN 37228

Hospital Website: [Ascension Saint Thomas Behavioral Health Hospital](https://healthcare.ascension.org/chna)

Hospital Phone: (888) 970-1205

Hospital EIN: 58-1716804

The 2024 Implementation Strategy (IS) was adopted by the Ascension Saint Thomas Behavioral Health Hospital on October 15, 2025 (2024 tax year) and by the Ascension Saint Thomas Board of Directors on October 24, 2025 (2024 tax year) and applies to the following three-year cycle: July 1, 2025 to June 30, 2028. This report, as well as the previous report, can be found on Ascension's public website.

We value the community's voice and welcome feedback on this report. Please visit our public website (<https://healthcare.ascension.org/chna>) to submit your comments.



Table of Contents

Table of Contents	3
Introduction	4
About Ascension	4
Ascension Saint Thomas	4
Ascension Saint Thomas Behavioral Health Hospital	4
Overview of the Implementation Strategy	5
Needs Prioritization	5
Davidson County	6
Williamson County	6
Needs That Will Be Addressed	6
Needs That Will Not Be Addressed	7
Written Comments	7
Approval and Adoption of the Implementation Strategies (IS) by Ascension Saint Thomas Behavioral Health Hospital Board of Directors	8
Action Plans	9
Evaluation	14



Introduction

As one of the leading non-profit and Catholic health systems in the United States, Ascension is committed to delivering compassionate, personalized care to all, with special attention to impoverished and vulnerable persons.

About Ascension

Ascension is one of the nation's leading non-profit and Catholic health systems, with a Mission of delivering compassionate, personalized care to all, with special attention to those most vulnerable. In FY2024, Ascension provided \$2.1 billion in care of persons living in poverty and other community benefit programs. Across 16 states and the District of Columbia, Ascension's network encompasses approximately 99,000 associates, 23,000 aligned providers, 94 wholly owned or consolidated hospitals, and ownership interests in 27 additional hospitals through partnerships. Ascension also operates 30 senior living facilities and a variety of other care sites offering a range of healthcare services.

Ascension's Mission provides a strong framework and guidance for the work done to meet the needs of communities across the US. It is foundational to transform healthcare and express priorities when providing care and services, particularly to those most in need.

Mission: Rooted in the loving ministry of Jesus as healer, we commit ourselves to serving all persons with special attention to those who are poor and vulnerable. Our Catholic health ministry is dedicated to spiritually-centered, holistic care which sustains and improves the health of individuals and communities. We are advocates for a compassionate and just society through our actions and our words.

For more information about Ascension, visit <https://www.ascension.org/>.

Ascension Saint Thomas

Ascension Saint Thomas is a leading health care system with a 125-year history of providing care to the community, and is the only faith-based, non profit health system in Middle Tennessee. Today, the health system offers a highly comprehensive system of care, with more than 320 sites of care that cover a 45-county area in Tennessee consisting of 18 hospitals and a network of affiliated joint ventures, medical practices, clinics and specialty facilities. Across the state, Ascension Saint Thomas and its partner organizations employ more than 13,000 dedicated associates who care for millions of patients each year.

Ascension Saint Thomas Behavioral Health Hospital

Ascension Saint Thomas Behavioral Health Hospital in Nashville, Tennessee is a 90-bed, free-standing behavioral health specialty hospital. The hospital specializes in providing psychiatric, nursing, clinical social work, and adjunctive therapy services to patients with mental illness diagnoses – including substance use disorders. The hospital's programs represent a broad continuum of care including the



90-bed inpatient hospital, a 25-hour per week partial hospitalization program, a 12-hour per week intensive outpatient program, and inpatient and outpatient electroconvulsive therapy services.

Ascension Saint Thomas Behavioral Health Hospital is operated through its relationship with Acadia Healthcare. As a leading provider of behavioral healthcare services in the United States and Puerto Rico, Acadia Healthcare operates 262 treatment facilities across 39 states. Our network of treatment facilities offers multiple levels of care for various behavioral health and substance use disorders. At Acadia, our primary goal is to meet patients where they're at in their treatment process. We do this by providing a multitude of levels of care, including detoxification, residential treatment for addiction, residential treatment for dual diagnosis, acute psychiatric inpatient hospitalization, medication-assisted treatment (MAT) services, and an array of outpatient programming options, ranging from partial hospitalization programs (PHPs) and intensive outpatient programs (IOPs) to traditional outpatient services. Our expansive network of treatment facilities creates greater access to care, reduces the stigma associated with mental illness and addiction, and offers those in our communities a safe environment in which to receive the treatment they need. For more information about Ascension Saint Thomas Behavioral Health Hospital, visit [Ascension Saint Thomas Behavioral Health Hospital](#)

Overview of the Implementation Strategy

Needs Prioritization

Protection and Affordable Care Act of 2010, more commonly known as the Affordable Care Act (ACA), requires all not-for-profit hospitals to conduct a Community Health Needs Assessment (CHNA) and adopt an implementation strategy every three years. Included in Code Section 501(r)(3) is the requirement that hospitals must provide a description of the process and criteria used to determine the most significant health needs of the community identified through the CHNA, along with a description of the process and criteria used to determine the prioritized needs to be addressed by the hospital. Accordingly, Ascension Saint Thomas Behavioral Health Hospital used a phased prioritization approach to identify the needs of Davidson and Williamson Counties. The first step was to determine the broader set of community identified needs. The CHNA assessment narrowed identified needs to a group of needs determined most crucial for community stakeholders to address.

Ascension Saint Thomas Behavioral Health Hospital identified additional criteria to prioritize the significant needs including:

- Policy Impact: Will community stakeholders support work on this issue?
- Cost-Benefit: Are there policies or practices that affect inequities that could be addressed?
- Influence: Can community stakeholders address the issue?
- Opportunity: Are there others doing work in the community that can be leveraged?
- Resources: Can the community access the resources (money, time, people, expertise) needed to address this issue?



Davidson County

After completing the CHNA, community significant needs were further narrowed down to community prioritized needs that the hospital will address within the Implementation Strategy (IS). To arrive at the community prioritized needs, for Davidson County, Ascension Saint Thomas Behavioral Health Hospital collaborated with Nashville Health & Wellbeing Leadership Council, Metro Nashville Public Health Department (MPHD), Metro Social Services of Nashville and Davidson County (MSS), to facilitate a discussion during a Nashville Health & Wellbeing Leadership Council meeting on September 17, 2024 to prioritize the top needs in the community.

The needs listed below were voted as top priority needs by the community key stakeholders in Davidson County.

- Awareness and navigation of community resources
- Economic opportunity and job skill development
- Food Access/ Food Insecurity
- Housing
- Equity (a cross-cutting need)

Williamson County

After completing the CHNA, community significant needs were further narrowed down to community prioritized needs that the hospital will address within the Implementation Strategy (IS). To arrive at the community prioritized needs, for Williamson County, Ascension Saint Thomas Behavioral Health Hospital collaborated with the Williamson County Health Department, Williamson County Health Council to facilitate a discussion during a Williamson County Health Council meeting on August 14, 2024 to prioritize the top needs in the community.

The needs listed below were voted as top priority needs by the community key stakeholders in Williamson County.

- Attainable Housing
- Health Promotion (Chronic Disease Prevention) through Built Environment
- Mental Health
- Substance Use (opioids, tobacco, and prescription medication)

Needs That Will Be Addressed

The following applies to both Davidson and Williamson counties. During the Implementation Strategy (IS) brainstorming phase, Ascension Saint Thomas Hospitals, Community Benefit and leaders agreed to a collective impact model toward addressing needs that appeared in multiple counties. This model is an effort to allocate resources in ways that can more meaningfully impact priority areas. Ascension Saint Thomas Behavioral Health Hospital has selected the prioritized needs outlined below for its 2024 Implementation Strategy (IS). Ascension has defined "prioritized needs" as the significant needs which have been prioritized by the hospital to address through the three-year CHNA cycle:



- **Access to Care** - This need was selected because Access to Care is in alignment with the organizational strengths and priorities, and was identified as a top priority by most Ascension Tennessee Hospitals and voted as a top priority need by the Nashville Health and Well-being Council and Williamson County Health Council.
- **Mental Health** - This need was selected because Mental Health is in alignment with the organizational strengths and priorities, and was identified as a top priority by most Ascension Tennessee Hospitals and voted as a top priority need by the Nashville Health and Well-being Council and Williamson County Health Council.
- **Substance Misuse** - This need was selected because Substance Misuse is in alignment with the organizational strengths and priorities, and was identified as a top priority by most Ascension Tennessee Hospitals and voted as a top priority need by the Nashville Health and Well-being Council and Williamson County Health Council.

Needs That Will Not Be Addressed

Ascension Saint Thomas Behavioral Health Hospital will be addressing all community prioritized health needs listed above.

Written Comments

This Implementation Strategy (IS) has been made available to the public and is open for public comment. Questions or comments about this IS can be submitted via the website:

<https://healthcare.ascension.org/chna>.



Approval and Adoption of the Implementation Strategies (IS) by Ascension Saint Thomas Behavioral Health Hospital Board of Directors

To ensure the Ascension Saint Thomas Behavioral Health Hospital's efforts meet the needs of the community and have a lasting and meaningful impact, the 2024 Implementation Strategy (IS) was presented and adopted by the Ascension Saint Thomas Behavioral Health Hospital Board of Directors on October 15, 2025 (2024 tax year) and by the Ascension Saint Thomas Board of Directors on October 24, 2025 (2024 tax year). Although an authorized body of the hospital must adopt the IS to be compliant with the provisions of the Affordable Care Act, adoption of the IS also demonstrates that the board is aware of the IS, endorses the priorities identified, and supports the action plans that have been developed to address prioritized needs.

Action Plans

The Implementation Strategy (IS) below is based on prioritized needs from the hospital's most recent Community Health Needs Assessment (CHNA). These strategies and action plans represent where the hospital will focus its community efforts over the next three years.

Strategy: Build a Bridge Between Communities and Healthcare	
Prioritized Health Need: Access to Care	
Collaborators <ul style="list-style-type: none"> • Ascension Saint Thomas Hospitals • Community Partners • Government Agencies • Providers 	
Resources <ul style="list-style-type: none"> • Time • Talent • Dollars 	
ACTION STEPS	ROLE/OWNER
1. Identify, recommend and/or implement actions/interventions to address social factors for individuals and communities in Davidson and Williamson counties	Hospital Leadership, Clinical Services
2. Provide support to community based organizations and nonprofits addressing social barriers	Hospital Leadership, Clinical Services
ANTICIPATED IMPACT	
Significant and positive impact on various aspects of individual and community well-being	

Strategy: Building A Foundation Of Mental Health Wellness And Resilience	
Prioritized Health Need: Mental Health	
Collaborators <ul style="list-style-type: none"> • Ascension Saint Thomas Hospitals • Community Partners • Government Agencies • Providers 	
Resources <ul style="list-style-type: none"> • Time • Talent • Dollars 	
ACTION STEPS	ROLE/OWNER
1. Explore doing an Awareness Campaign about suicide	Hospital Leadership, Clinical Services
2. Collaborate and promote suicide prevention resources with other organization	Hospital Leadership, Clinical Services
3. Engage in organizations efforts addressing suicide	Hospital Leadership, Clinical Services
ANTICIPATED IMPACT	
Improved well-being and resilience	

Strategy: Focus on Vicarious Trauma Reduction	
Prioritized Health Need: Mental Health	
Collaborators <ul style="list-style-type: none"> • Ascension Saint Thomas Hospitals • Community Partners • Government Agencies • Providers 	
Resources <ul style="list-style-type: none"> • Time • Talent • Dollars 	
ACTION STEPS	ROLE/OWNER
1. Explore doing an awareness campaign about vicarious trauma	Hospital Leadership, Clinical Services
2. Collaborate and promote vicarious trauma prevention education and training within other first responder and healthcare organizations	Hospital Leadership, Clinical Services
3. Develop and implement hospital-based outpatient services specifically targeted to addressing vicarious trauma in the first responder community	Hospital Leadership, Clinical Services
ANTICIPATED IMPACT	
Improved emotional well-being and decreased vicarious trauma	

*Vicarious trauma refers to the secondary traumatic experience common to first responders, healthcare personnel, and crisis workers who support other individuals and families in who are suffering traumatic experiences.

Strategy: Support Substance Misuse Prevention and Education Efforts	
Prioritized Health Need: Substance Misuse	
Collaborators <ul style="list-style-type: none"> • Ascension Saint Thomas Hospitals • Community Partners • Government Agencies • Providers 	
Resources <ul style="list-style-type: none"> • Time • Talent • Dollars 	
ACTION STEPS	ROLE/OWNER
1. Partner with community based organizations and nonprofits to prevent, identify and or treat substance misuse	Hospital Leadership, Clinical Services
2. Explore education and training opportunities	Hospital Leadership, Clinical Services
3. Explore serving on councils, boards and forums addressing substance misuse	Hospital Leadership, Clinical Services
ANTICIPATED IMPACT	
Reducing the harms related to drug use for individuals and the community	

Strategy: Promote Safe Practice Process For Opioid Stewardship	
Prioritized Health Need: Substance Misuse	
Collaborators <ul style="list-style-type: none"> • Ascension Saint Thomas Hospitals • Community Partners • Government Agencies • Providers 	
Resources <ul style="list-style-type: none"> • Time • Talent • Dollars 	
ACTION STEPS	ROLE/OWNER
1. Implement an opioid stewardship plan	Hospital Leadership, Clinical Services
2. Partner with community organizations and nonprofits addressing safe practice for opioid stewardship	Hospital Leadership, Clinical Services
ANTICIPATED IMPACT	
Reducing and preventing opioid use, misuse and abuse	



Evaluation

Ascension Saint Thomas Behavioral Health Hospital will develop a comprehensive measurement and evaluation process for the Implementation Strategy (IS). The Hospital will monitor and evaluate the action plans outlined in this plan for the purpose of reporting and documenting the impact these action plans have on the community. Ascension Saint Thomas Behavioral Health Hospital uses a tracking system to capture community benefit activities and implementation.