

Policy Frameworks Growth of Savings and Credit Associations (SACCOs): Evidence from Exodus Police SACCO in Uganda.

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ABSTRACT: *This study examined the influence of internal policies on the growth of the Exodus Police Savings and Credit Cooperative Organization (SACCO) in Uganda. SACCOs play a pivotal role in promoting financial inclusion and economic empowerment among communities underserved by formal banking institutions. Despite their importance, many SACCOs struggle with sustainability due to weak governance and inconsistent policy frameworks. Employing a cross-sectional survey design, the study combined quantitative and qualitative approaches to assess how governance, lending, savings, and membership policies affect SACCO growth indicators such as membership expansion, asset accumulation, and profitability. Data were collected from 105 respondents, including top, middle, and lower management. Reliability and validity tests yielded strong results (Cronbach's Alpha = 0.8735; CVI = 0.911). Correlation and regression analyses revealed a strong positive relationship between SACCO policies and growth ($r = 0.962$, $p < 0.01$), with policy variables explaining 93.7% of the variation in growth. The findings indicate that sound governance structures, effective lending guidelines, transparent savings frameworks, and well-defined membership policies significantly enhance SACCO performance and sustainability. The study concluded that strengthening internal policies fosters accountability, trust, and efficiency- critical drivers of cooperative success. It recommended continuous training of board members, rigorous enforcement of policy implementation, and alignment with regulatory frameworks to ensure sustainable growth of Exodus Police SACCOs in Uganda.*

1.0 Introduction

Savings and Credit Cooperative Organizations (SACCOs) have emerged globally as critical instruments for promoting financial inclusion, especially among communities that are often underserved by mainstream commercial banks (Yakob et al., 2021). They provide a platform where members pool resources, mobilize savings, and access affordable credit, thereby fostering both individual and collective economic empowerment. Across Africa, SACCOs have been recognized as vehicles for advancing socio-economic development (Ntuite, 2021) reducing poverty, and enhancing community resilience (Kayongo et al., 2022). For instance, in countries such as Kenya, Tanzania, and Rwanda, SACCOs play a vital role in financing small-scale enterprises (Emmanuel et al., 2020) supporting household consumption, and enabling asset accumulation (Kasozi, 2019). Their growth, however, is often shaped by internal policies relating to governance, membership, lending procedures, and savings mobilization, which directly influence their sustainability and performance (Mugilwa, 2024).

In Uganda, SACCOs are a cornerstone of the financial sector (Rwakasoro et al., 2025) particularly within the informal and semi-formal financial systems (Nannozi, 2019). They have gained prominence through government initiatives such as the Prosperity for All Programme, Operation Wealth Creation, and the Parish Development Model (Hajira, 2024) which emphasize cooperative societies as channels for financial empowerment at the grassroots level. Despite this, several SACCOs across the country have collapsed due to weak governance, poor loan recovery mechanisms, and lack of transparency, underscoring the importance of robust internal policies for growth (Nakitende & Henry, 2025). The Exodus Police SACCO, founded to serve members of the Uganda Police Force, is among the most prominent institutional SACCOs in Uganda (Ashaba & Werner, 2021).

Exodus SACCO was established to enhance the welfare of police officers and their families, it has grown steadily in membership and asset base (<https://www.Exodussacco.com>) and its mission is to provide affordable financial services, promote a savings culture, and extend credit to its members under favorable conditions. However, its growth trajectory, like that of many cooperative societies, is heavily influenced by the policies it adopts. Loan default management strategies, savings mobilization frameworks, governance structures, dividend payout policies, and membership expansion strategies remain crucial in determining its stability and long-term sustainability. While SACCOs play a significant role in Uganda's financial inclusion agenda, limited empirical research has focused on how internal policies shape their growth <https://www.Exoduspolicesacco.com>. This study therefore examines the link between policies and the growth of Exodus Police SACCO, providing contextual evidence and practical recommendations for strengthening cooperative societies in Uganda.

2.0 Review of related literature

Across low- and middle-income economies, SACCOs (Savings and Credit Cooperative societies) are positioned as inclusive financial intermediaries that mobilize savings and extend member-centric credit (Mukenya, 2019). Ntuite (2021) argues that growth

in SACCOs is multidimensional commonly reflected in membership expansion, assets and savings mobilized, size/quality of the loan portfolio, profitability/surplus, and institutional sustainability. Also, according to (Pasara et al., 2021) macro-factors (income, employment, financial inclusion policies) matter, internal policy choices; how cooperatives set membership criteria, savings rules, loan appraisal and pricing, delinquency control, dividend/interest policies, and governance - are repeatedly shown to be the proximate levers of performance and scale. Also (Mwaluku, 2024) underscores that research on SACCO growth has been scattered across contexts and constructs, with calls for clearer theorization of firm-level policies that translate member trust and participation into stable growth trajectories.

Similarly, (Mukama et al., 2020) also notes that regulation sets the boundary conditions within which internal policies operate. In Uganda, the Tier 4 Microfinance Institutions and Money Lenders Act, 2016 established the Uganda Microfinance Regulatory Authority (UMRA) with mandates for licensing, supervision, a SACCO Stabilization Fund, and a Savings Protection Scheme; all intended to strengthen confidence, curb fraud, and professionalize practices in Tier IV institutions including SACCOs. UMRA and Ministry of Finance guidance detail compliance expectations around governance, reporting, consumer protection, and (increasingly) digital credit (Ahabyoona Mugisha et al., 2021). This framework shapes SACCO policy discretion on lending limits, provisioning, disclosure, and leadership standards, and thereby affects growth through credibility and risk mitigation effects. However, enforcement intensity and capacity vary, leaving heterogeneity in compliance and outcomes across SACCOs (Nakitende & Henry, 2025).

In a related study, Wojnar Alsén et al. (2024) opines that governance policies (board competence and independence, management professionalism, internal controls, audit rigor, role clarity between elected leaders and professional staff, member oversight, and transparency) are first-order determinants of SACCO performance. Empirical work (Milambo, 2024) associates stronger governance practices with better financial results (surplus, portfolio quality) and with member retention and growth via trust effects. Conversely, according to (Kinyuira, 2020) conflicts of interest, weak fiduciary behavior, and low disclosure correlate with under-performance and occasional failure. For institutional SACCOs (e.g., occupational or enterprise-based), the dual principal problem (employer vs. member interests) can intensify governance risks, so explicit policies on procurement, credit committee independence, and reporting are pivotal. The governance - growth pathway is therefore both direct (better decisions) and indirect (member confidence - savings/participation - scale) (Yayeh & Mulugeta, 2023).

According to Mitsubishi et al., 2011) they argue that credit policy specifies the rules for borrower eligibility, appraisal, collateral/guarantees, loan size relative to savings/income, pricing (interest, fees), and repayment schedules. In a study conducted by (Ndungo et al., 2019), they noted that rigorous appraisal and appropriate pricing reduce delinquency and write-offs, protecting capital and enabling growth through reinvested surpluses and reputational gains. Similarly, (Moshi, 2023) highlights the salience of loan delinquency as a critical threat; determinants include lax appraisal, weak monitoring, poor incentive alignment, and macro shocks. Where SACCOs institutionalize early warning systems, rescheduling policies, and realistic provisioning, they typically preserve portfolio quality and sustain growth in loans outstanding. According to Ithuku (2019) policy clarity and enforcement, rather than policy presence alone drives results.

Relatedly, Njoroge (2025) observes that portfolio quality benchmarks are used as internal policy targets; evidence shows SACCOs meeting such thresholds maintain healthier liquidity and member confidence, thereby supporting expansion. Yet, performance dispersion remains wide across contexts, suggesting that local policy customization (to the membership's income cycles, occupational risk, and cash-flow profiles) is essential (Njera, 2023). In relation to this, (Tariku, 2023) they emphasise that savings policies (minimum balances, product features, withdrawal rules, and interest/dividend policies) shape a SACCO's funding base and hence its capacity to grow loans and assets. Also member-centric product design (goal-linked savings, payroll deduction, flexible withdrawal windows) (Kipkoech, 2024) and predictable surplus distribution (dividends/interest on deposits) (Mwalozi, 2023) are powerful tools for scaling deposits and loyalty. Where dividend and interest policies are transparent (Kahindi, 2020) and tied to performance, members are more willing to increase savings and cross-buy products, funding growth with stable, low-cost liabilities. Pasara et al. (2021) further highlights that member education and participation policies (AGMs, financial literacy, co-design) complement savings rules and strengthen retention.

In another study, Chokera (2020) notes that membership policies (eligibility, onboarding, exit rules, share requirements, and participation rights) drive the breadth and quality of the member base. For institutional SACCOs, such as police, teachers, corporate, literature points to special advantages (stable payroll deduction, cohesive identity) but also unique risks: concentration risk in income sources, vulnerability to employer remittance delays, and potential political/administrative interference (Haule, 2019). Where policies secure timely remittances and ring-fence SACCO autonomy, growth is facilitated; where remittances are delayed or diverted, liquidity tightens, constraining credit supply and eroding trust. Report on Exodus Police SACCO (<https://upf.go.ug/response-on-the-report-into-the-operations-of-exodu-sacco>) illustrates this stress channel: arrears in employer remittances can generate liquidity

shortfalls, rationing new loans despite strong demand—an institutional vulnerability that internal policies (e.g., contingency liquidity buffers, employer-SLA clauses, and diversified savings inflows) must anticipate.

In a study conducted by Niyikora (2025) they observed that emerging guidance in Uganda stresses prudent digital lending and data governance policies (know your customer, consent, complaint handling, cyber-risk controls, and fair pricing) especially as SACCOs adopt mobile channels for deposits and collections. Properly designed, digital process policies can lower transaction costs, raise repayment discipline (automated reminders, payroll links), and improve management information for credit/risk (Oluwaferanmi, 2025). Conversely, poorly governed digital credit can amplify over-indebtedness, data privacy risks, and reputational harm. Hence, the literature increasingly frames operational policy (process mapping, internal controls, risk registers) as a necessary foundation for scalable growth (Magale, 2024).

3.0 Materials and Methods

3.1 Research Design

This study adopted a cross-sectional survey design that combined both quantitative and qualitative approaches to examine how internal policies influence the growth of Exodus Police SACCO in Uganda. The quantitative approach enabled measurement and analysis of relationships between policy dimensions (governance, credit, savings mobilization, and membership management) and growth indicators like membership, assets, and loan portfolio performance. Complementarily, the qualitative approach provided in-depth insights from members and leaders on how these policies were formulated and implemented, capturing contextual dynamics that numbers alone could not explain. Integrating the two methods offered a more holistic understanding of the policy–growth nexus.

3.2 Sample size and procedure

Moses, et al, (2023), a sample is a small group of the universe taken as the representative of the whole population. The study sampled 105 respondents by Krejcie and Morgan (1970) sampling estimations in a table

Table 1: showing population, sample and sampling techniques.

Category	Population	Sample size	Sampling techniques
Top level management	11	10	Purposive
Middle level management	39	37	Simple random sampling
Lower level management	70	59	Simple random sampling
Total	120	105	

Source: Exodus SACCO Human Resource Audit 2023

3.3 Quality Control (Validity and Reliability)

3.3.1 Validity

The degree to which the findings of data analysis align with the phenomenon being studied is known as validity. The researcher developed the study methods after consulting with various SACCO (Strategic Management) experts (Umar,2023). Defects like unclear or confusing questions, questions with too little room for answers, crowded questions, and questions with the incorrect question numbers can be found and fixed by pre-testing the research tool (Agaba & Turyasingura, 2022). In order to create the content validity index (CVI), the researcher asked two supervisors at Kabale University for advice, had four judges score the items for each instrument, and then divided the percentage of valid items from each judge by the total number of items.

$$\text{Thus, CVI} = \frac{\text{Number of items rated relevant by expert}}{\text{Total number of items in the instrument}}$$

Summary of the reliability statistics;

$$\text{Judge 1.} = 40/45=0.888$$

$$\text{Judge 2.} =42/45= 0.933$$

$$\text{Judge 3.} = 43/45= 0.955$$

$$\text{Judge 4.} = 39/45=0.866$$

$$\text{Therefore; } 0.888+0.933+0.955+0.866=3.642/4=0.911$$

These results implied that research instruments were valid to be used for the data collection on the strategic management on organizational performance in Uganda in the case of EXODUS SACCO. Amin, (2005) notes that, for instruments to be accepted as valid, the average content validity index (CVI) no. of items declared valid divided by the total number of items = at least 0.7. Since the CVI value is above 90%, then the instruments were valid.

3.3.2 Reliability

When the same populations of people are measured repeatedly under the same conditions, reliability evaluations examine how consistently the measuring instruments produce results (Salmond, 2008). The validity of the research instruments is also tested in a pilot study using participants who were specifically and simply selected at random from the target area. The questionnaire's question design, language, thoroughness, and clarity were among the attributes that the respondents were asked to evaluate. The reliability of the instruments was further demonstrated using the Cronbach's Alpha coefficient, on a Statistic Package for Social Scientists (SPSS) scale, the results were 0.88, indicating that the tools are more accurate and practical.

Table 2: Reliability test for the study variables

Variable / Indicator	Cronbach's Alpha	Number of Items
Governance Policies	0.933	22
Credit/Lending Policies	0.871	21
Membership Policies	0.958	22
Growth of SACCO	0.732	22
Total	3.494	
Average Reliability	0.8735	

Source: Field data 2025

Therefore, if individual items are significantly connected to one another, it is implied that there was a high level of confidence in the dependability of the overall scale.

3.4 Data Management and Analysis

3.4.1 Data Management and processing

The data analysis phases of descriptive, bivariate, and multivariate were done. Tables, frequency distributions, and other data were produced as a result of the descriptive analysis. In a bivariate study, the Pearson rank correlation was used to calculate the relationships between categorical variables and the dependent variable and the independent variables. Again, cross tabulations were employed to illustrate the relationship between the variables.

3.4.2 Multivariate analysis

After the model was constructed, only independent variables that demonstrated a significant relationship with the dependent variable at the bivariate stage were added to the linear regression model at this stage. In other words, only variables that were significant in the bivariate stage were regressed at the multivariate level.

The multivariate model is displayed in the following equation;

$$SG = \beta_0 + \beta_1 GP + \beta_2 LP + \beta_3 MP + \epsilon$$

Where, $SG = \beta_0 + \beta_1 GP + \beta_2 LP + \beta_3 MP + \epsilon$

Where SG= SACCO Growth

GP =Governance Policies

LP = Lending policies

MP =Membership Policies

ϵ =Error term β_1 , β_2 , and β_3 are the partial coefficients which explain how each of the independent variables (Governance policies, Lending policies, and membership policies) impact on growth of Exodus SACCO. Growth of the SACCO was anticipated to benefit from governance policies, lending policies, and membership policies.

4.0 Interpretation and presentation results

Descriptive statistics for strategic management on organizational performance Exodus SACCOs in Kabale district. This section presents the descriptive statistics based on the views of respondents regarding SACCO policies on the growth of the Exodus SACCO. Key: Strongly Agree (SA) 5, (Agree (A) (4), Undecided (UD) 3, Disagree (D) 2 and strongly Disagree (SD) 1

Table 4: Respondents descriptive statistics

Statements	SA	%	A	%	UD	%	SD	%	D	%
Governance Policies										
The SACCO's governance structure clearly separates management and board responsibilities.	80	76.2	15	14.3	10	9.5	00	0.0	00	0.0
The SACCO's board members are regularly trained on cooperative governance principles.	78	74.3	00	0.0	27	25.7	00	0.0	00	0.0

The SACCO has succession and leadership transition policies in place.	80	76.2	25	23.8	00	0.0	00	0.0	00	0.0
Lending Policies										
The SACCO has clear guidelines for loan appraisal, approval, and monitoring.	91	86.7	00	0.0	14	13.3	00	0.0	00	0.0
Lending policies have effectively minimized loan defaults within the SACCO.	80	76.2	00	0.0	00	0.0	25	23.8	00	0.0
Savings Policies										
The SACCO's savings policies encourage members to save regularly and consistently.	105	100	00	0.0	00	0.0	00	0.0	00	0.0
Members clearly understand how savings interest and dividends are calculated and distributed.	105	100	00	0.0	00	0.0	00	0.0	00	0.0

The data on governance, lending, and savings policies within Exodus SACCO offered insights into its growth (assets, loans, and sustainability). Where 80 (76.2%) of the respondents were in agreement that effective governance is vital for any organization, particularly for cooperatives like Exodus SACCO. The data indicated a strong belief among members that the governance structure clearly separates management and board responsibilities. This is in agreement with Karimi & Maina (2025) who noted that policies encourage accountability and transparency, which are essential for building trust among members. Similarly, it also agrees with Maina (2023) who observed that when members feel confident in the governance framework, they are more likely to engage actively with the SACCO, leading to potential growth in assets as more individuals choose to invest their savings. Additionally, the fact that 74.3% of members strongly agree that board members receive regular training on cooperative governance principles suggests that Exodus SACCO is committed to continuous improvement. This commitment not only enhances decision-making but also positions the SACCO to adapt to changing market conditions, which can be instrumental in attracting new members and increasing assets over time.

Also, Lending policies were directly linked to the growth of a SACCO's loan portfolio and assets., with 91 (86.7%) respondents indicating confidence in the clarity of loan appraisal, approval, and monitoring guidelines, it is evident that Exodus SACCO has established a robust lending framework. Furthermore, the effectiveness of lending policies in minimizing loan defaults, supported by 76.2% of respondents indicated that Exodus SACCO employs sound risk management practices. A lower default rate not only protects the assets of the SACCO but also enhances its reputation, making it a more attractive option for potential borrowers. This agrees with Magale (2024) who opined that as confidence in the lending process grows, so does the likelihood of increased loan uptake, further, poorly governed digital credit can amplify over-indebtedness, data privacy risks, and reputational harm. Hence, the literature increasingly frames operational policy (process mapping, internal controls, risk registers) as a necessary foundation for scalable growth driving asset growth.

All the 105 (100%) of respondents agree that the SACCO's savings policies encourage regular saving and encourages a culture of financial prudence among members. This aspect is crucial for sustainability, because savings provide the capital needed for lending activities and investment opportunities. This agrees with Ntuite (2021) who noted that savings contribute to a stable source of funds that can be leveraged for growth. Therefore, the interplay between governance, lending, and savings policies has significant implications for Exodus SACCO's growth in assets, loans, and sustainability. The high levels of member confidence in governance and lending practices suggest that the SACCO attracts new members and expand its loan offerings. Also, focus on savings may not only enhance immediate asset growth but also lay a foundation for long-term sustainability.

4.1 Growth of Exodus SACCOs

This section presents the descriptive statistics based on the views of respondents regarding growth of Exodus SACCO.

Table 5: Growth of Exodus SACCO.

Key: Strongly Agree (SA) 5, (Agree (A) (4), Undecided (UD) 3, Disagree (SD) 2 and strongly Disagree (D) 1

Statements	SA	%	A	%	UD	%	SD	%	D	%
Our SACCO profitability is rising	87	82.9	18	17.1	00	00	00	00	00	00
The size of our SACCO portfolio is expanding.	98	93.3	7	6.7	00	00	00	00	00	00
More people are joining our SACCO on a regular basis.	86	81.9	00	00	00	00	19	18.1	00	00
The asset base of our SACCO is growing.	78	74.3	00	00	20	19	00	00	7	6.7
The dividends from our SACCO are rising.	87	82.9	00	00	00	00	00	00	18	17.1

Source: field data 2025

When asked if the SACCO's profitability was increasing, respondents gave 82.9% a strong yes response, compared to the 17.1% who gave a yes answer during data collection. Questioning of respondents 93.3% of respondents strongly agreed, compared to 6.7% of respondents who agreed throughout data collection, that the size of our SACCO's portfolio is growing. When questioned again whether more people are regularly joining our SACCO, 81.9% of respondents agreed with the statement, while 18.1% strongly disagreed. Questioning of respondents Our SACCO's asset base is expanding, according to 74.3% of respondents who strongly agreed with this statement. Only 19% of respondents were unsure, while 6.7% disagreed. Finally, when asked if our SACCO's dividends were increasing, 82.9% of respondents strongly agreed with the statement, compared to 17.1% who disagreed.

4.2 Bivariate Analysis

4.2.1 Correlation Analysis

This section displays the correlations between the growth of SACCOs and the predictor variable, SACCO policies. The correlation matrix below showed the relationship between the predictor variables and the dependent variable.

Table 6: Correlations between the independent variables and the dependent variable (SACCO policies and growth of Exodus SACCO)

		SACCO policies	Growth of Exodus SACCO
	Pearson Correlation	1	962**
SACCO policies	Sig. (2-tailed)		0.000
	N	105	105
Growth of Exodus SACCO	Pearson Correlation	962**	1
SACCO	Sig (2-tailed)	0.000	
	N	105	105

Source: Field data 2025

The results of Table 6 show a strong positive association between SACCO policies and growth ($r=0.962^{**}$; $p\text{-value}0.01$). These findings imply that SACCO policies moderately enhanced the growth of Exodus Police SACCO in Uganda. These findings support argument from Muga (2023) that SACCO policies are essential for cooperatives to operate sustainably. In line with Jepkosgei (2022) the growth of SACCOs may be judged by changes in dividend rates, incomes, and the calibre and accessibility of a SACCO products.

4.3 Multiple regression analysis

This section displays the multivariate results for the growth of Exodus Police SACCO using a linear regression model. Since this model made the growth of Exodus Police SACCO a continuous variable, it was chosen as the dependent variable.

Table 7: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.962 ^a	0.937	0.927	0.32395

b. Dependent Variable: Growth of Exodus SACCO

According to table 7 above, SACCO policies is an independent variable that explains 93.7 percent of the variation in Exodus SACCOs' growth (adjusted R-squared = 0.937). This suggests that Exodus SACCO would only see a 93.7% increase in growth if they followed SACCO policies. This implies that various SACCO policies have an impact on Exodus SACCO growth.

Table 8: Linear regression results estimating the effects of the independent variables on growth of Exodus SACCO

Model	Unstandardised Coefficients		Standardised coefficients	t	Sig.	
	B	Std. Error	Beta			
	SACCO policies	0.421	0.025	0.962	1.929	0.015

a. Dependent Variable: Growth of Exodus SACCO

Source: Field Data 2026

Results show that growth of Exodus SACCO is considerably and favorably impacted by its policies (coef. = 0.962, p-value = 0.015). When all other predictor elements are held constant, Exodus SACCO growth is connected with enhancement of its policies.

5.0 Discussion of the findings

According to study results, Exodus SACCO's growth in Uganda is favorably impacted by its policies ($r = .962$, $P .01$). As stated by Mutua & Murigi (2019) SACCO policies are crucial for recognizing its levels of growth and ensuring that SACCO is successful. This is in line with Messabia et al. (2023) who notes that the cooperative sector is one of the industries that is researched the least from the perspective of SACCO policies. In order to achieve organizational goals, SACCO policies can be viewed as a collection of choices and activities that affect how well an institution works. The effectiveness of a company is determined in large part by its policies, and SACCO policies practices are viewed as a persistent problem and a source of academic discussion across a range of countries and industries (Mungai & Juster, 2019). As such, SACCO policies refer to the framework of guidelines, rules, and procedures established to direct the operations, decision-making, and governance of Savings and Credit Cooperative Organizations. This relates with Muva et al. (2025) who argues that the phases of policy formulation, implementation, and evaluation are essential for ensuring the sustained growth of SACCOs. These policies define how cooperatives mobilize savings, extend credit, manage risks, and ensure accountability among members.

The findings also agree with Mutai & Muthimi (2025) who notes that effective SACCO policies must clearly define the institution's long-term growth objectives while considering available financial and human resources, operational capacities, and environmental constraints. This also rhymes with (Chesigor, 2024) whose findings conclude that for SACCOs to grow, they must first analyze their internal strengths, weaknesses, opportunities, and threats to design sound and context-specific policy frameworks. Similarly, Chelimo (2023) also indicated that the policy formulation process in SACCOs, much like in other organizations, is a formal and participatory process involving input from the board, management, and member representatives. The use of management tools such as SWOT analysis has been found beneficial in identifying areas that require policy intervention, thereby fostering sustainable growth.

The study findings also indicated that a strong and competent board of directors plays a crucial role in shaping SACCO policies since it is responsible for setting the direction and ensuring effective oversight. This agrees with Onyekwere et al. (2019) who argue that proactive management is vital for implementing these policies and translating them into measurable growth outcomes. Also, this study findings indicate that, Exodus SACCO operates in competitive environment that demand robust policy frameworks and good governance practices to ensure resilience and sustainability. This relates with Lund & Novkovic (2023) who notes that larger cooperatives, particularly those operating across regions, may require more structured and standardized policy models that take into account stakeholder diversity and regulatory requirements. Also, Rwakasoro et al. (2025) emphasize that regardless of size or operational scope, SACCO growth fundamentally depends on the strategic management of policies governing people, processes, and decision-making. Properly designed and effectively implemented SACCO policies ensure transparency, enhance member trust, promote efficiency, and create a foundation for long-term cooperative growth.

6.0 Conclusion

According to the findings and analysis, there is a significant correlation between Exodus Police SACCO growth and its policies in Uganda. This implies that SACCO policies effectiveness and improved SACCO growth are related. The growth of Exodus SACCO will also be significantly impacted by its policy frameworks if the activities and obligations of the organization are correctly assigned to capable employees within each department. These findings demonstrate that roles and responsibilities are well defined, departments are efficiently run, board members are knowledgeable, and all participants are conscious of their rights and obligations. The majority of respondents, according to the study, believed that SACCO policies significantly affected the trajectory of Exodus SACCO growth. The paper claims that SACCO policies are crucial to the growth of Exodus Police SACCO in Uganda.

6.1 Recommendations

Promote Financial Literacy and Member Empowerment through conducting mandatory financial education which require Exodus Police SACCO to offer training on savings, loans, and budgeting to all members and also ensure transparent loan terms by enforcing clear communication of interest rates, repayment schedules, and penalties.

Expand Access to Capital by Creating a SACCO stabilization fund in order to provide emergency liquidity support to Exodus Police SACCO facing short-term financial stress and facilitate partnerships with commercial banks to allow Exodus Police SACCO to access wholesale credit for on-lending to members.

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